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Technical University of B.C.

# No Senate, No Tenure, No Academic Freedom

BY ROBERT CLIFT

ANADA'S NEWEST UNIVERsity is under an academic cloud as the result of a boycott by the national organization of university professors. In an advertisement placed in the Vancower Sun and the Clobe and Mail, the Canadian Association of University Teachers (CAUT) warns potential employees that unlike other universities, the Technical University of British Columbia (Tech BC) does not provide academic staff with an "assured role in determining and directing teaching and research."

The boycott commenced July 28 when Bill 30, the Technical University of British Columbia Act, passed third reading in the B.C. Legislature. The CAUT and its provincial affiliate, the Confederation of University Faculty Associations of British Columbia (CUFA) BC), warned B.C. Education Minister Paul Ramsey in a July 3 letter that the legislation was fundamentally flawed as it Jacked an academic

Site for Tech BC — Bill 30 legislation fundamentally flawed.

senate, and gave extraordinary powers to the board of governors to determine teaching and research priorities at the institution. Under the circumstances, "the members of CUFA/BC and the CAUT Executive Committee have authorized severe sanctions should Bill 30 pass third reading as is," the letter states.

Those sanctions, detailed in a June 19 resolution of the CAUT Executive Committee, include recommending to "faculty associations across Canada, and to faculty members elsewhere in the world, that they not take academic or administrative appointments at the Technical University of British Columbia until such time as its governance arrangements include the provision of an academic Senate or its equivalent, and as its legislative basis removes threats to academic freedom."

"There is no academic freedom at Tech BC," CAUT president Bill Bruneau said in an inter-



view. "The legislation is quite explicit in this respect. Faculty members at this institution will have to go cap-in-hand to the board of governors to receive approval for research projects." Bruneau is referring to section 8(2)(a) of Bill 30, which requires the board of governors to "approve strategic program and research directions and policies, including instructional program and research

priorities, program objectives and desirable learning outcomes."

"This legislation purs control over the fine details of teaching and

See TECH BC... Page 4 108

## Simon Fraser Swim Coach Reinstated

HE PRESS BOTH IN BRITish Columbia and across the nation gave great prominence this summer to the sexual harassment case involving Liam Donnelly, the 29-year-old swim coach at Simon Ftaser University. The University first fired Mr. Donnelly for sexual harassment and then teinstated him with back pay and the payment of his legal bills up to \$35,000 - all within a petiod of two months. The Globe and Mail estimated the university's own legal fees at between \$50,000 and \$100,000 in addition to \$12,000 it had promised to the complainant. How did this come about and what effect will this case have on sexual harassment policies at SFU and in other universities?

The case began with a series of complaints from a 22-year-old student, Rachel Marsden, of unwanted sexual attention, intimidating behaviout, and psychological sexual harassment. This complaint was received six days after Mr. Donnelly gave notice that he intended to lay his own charge of harassment against Ms. Marsden.

Simon Fraser is in the process of changing its sexual harassment procedures, but this case was heard under the previous procedures. The complaint was heard in secret. The panel was composed of volunteers: Professor Lou Hafer, an associate-professor of computer science, who acted as chair, Sandra Eix a graduated as chair, Sandra Eix a graduated.

See COACH... Page 6 1887

## Menace à la liberté universitaire

La Technical University of British Columbia ne garantira pas la permanence des professeurs. Leur rôle dans l'orientation de l'enseignement et de la recherche n'est pas assuré.

PAR ROBERT CLIFT

E MILIEU UNIVERSITAIRE A recouvert de nuages l'horizon de la plus jeune des universités canadiennes à la suite d'un boycottage de l'association nationale des professeurs d'université. Par l'entremise d'une annonce qu'elle a fait paraître dans le Vancouver Sun et dans le Globe and Mail, l'Association canadienne des professeures et professeurs d'université a mis en garde de futurs employés contte la Technical University of British Columbia (Tech BC). En effet, au contraire des autres universités, la Tech BC n'assure au personnel universitaire aucun rôle dans le choix et l'otientation de l'enseignement et de la recherche.

Le boycottage a commencé le 28 juillet lorsque le projet de loi 30, la Tachnical University of British Columbia Art, a passé l'étape de la 3º lecture devant l'assemblée législative de la Colombie-Britannique. Dans une lettre datée du 3 juillet, l'ACPPU et son affiliée provinciale, la Confederation of University Faculty Associations of British Columbia (CUFA/BC), ont averti le ministre de l'éducation, Paul Ramsey, que son projet de loi était fondamentalement imparfait car il ne prévoyait pas de conseil d'université

et conférait au conseil d'administration des pouvoirs extraordinaires l'habilitant à déterminer les priorrités d'enseignement et de recherche de l'établissement. Dans les circonstances, les membres de la CUFA/ BC et le Comité de ditection de l'ACPPU ont autorisé l'imposition de sanctions sévères si le projet de loi 30 passe l'étape de la 3° lecture sans être modifié.

Ces sanctions, énoncées dans une résolution adoptée le 19 juin pat le Comité de direction de l'ACPPU, recommandent notamment aux «membres des associa-Voir TECH BC... à la page 10 ESP

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University Research - A Federal Five-Year Plan?

The long hot summer has been a little longer and a lot hotter for officials at the Department of Fisheties and Oceans. They have spent the latter part of June and July fending off accusations of bureaucratic and political meddling into research conducted by their own researchers and scientists. See Battle Over Fisheries Policy.

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CAUT Appoints Acting Executive Director

A U.S. Supreme Court decision marks the Court's first dip into the unknown waters of the Internet and, at the same time raises questions for Canadians sutfing the Net. See Communications Decency Act Violates First Amendment.

The three granting councils, the Social Sciences & Humanities Research Council (SSHRC), the Medical Research Council (MRC) and the Natural Sciences & Engineering Research Council (NSERC), have received the final report of the Tri-Council Working Group on ethical conduct for research involving humans. The three councils will conduct a final consultation process before adopring a formal policy statement concerning ethical conduct, in early 1998. See Final Consultation Process Underway.

#### Bookshelf Page 12

Only seldom does an aurhor such as McKeachie write on tips for teaching or Boyce on how to enjoy a successful academic career. Yet much of constructing a career in univesity is outside the confines of intelligence and teaching. It is the third dimension, the social forces which shape sucessfull academics, that the editors of this book attempt to uncover. See How to Succeed at Business School.

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#### ON THE WEB

At the end of February 1997 Memorial University of Newfoundland Faculty Association marked the first anniversary of the signing of its third collective agreement. This anniversary provided a timely opportunity to revisit the troubled negotiations and to see how the collective agreement has been implemented

Memorial University One Year Later: Implementing the New Collective Agreement, prepared by Bernice Schrank, professor of English and chief negotiator, third collective agreement, Memorial University of Newfoundland Faculty Association, is now available at

"The paper is much more than an updating of the Memorial story, and the analysis it sets out is of importance to Canadian academics as a body"

- John C. Bear, President, Memorial University of Newfoundland Faculty Association

## LETTERS



## COURRIER

## Humanities division in chaos as Otago University restructures

On July 7 CAUT sent the following letter to Dr. Graeme Fogelburg. Vice-Chancellor of Otago University at the request of the Association of University Staff of New Zealand:

We have learned that Otago University is about to reorganize and to reorder the departments in its Humanities Division. No one would dispute the need for every university to look periodically at all its offerings, provided that this is done in a fair and equitable manner, that academic departments are judged not just on profitability, but also on their contribution to the educational and research mission of the university, and that the academic staff are treated properly

We understand that in the case of the Classics Department it is your intention to close the department and to terminate all seven members of the academic staff with two weeks' notice and then to invite them to apply for five new jobs. The result will be that two of the academic staff will be fired with two weeks' notice. This procedure is inhuman and dishonest. It is contrary to any reasonable regime of labour relations. If redundancies were necessary (and that seems doubtful in light of the university's operating surplus of \$8.6 million), it would have been fairer and more equitable to offer early retirement packages or possible redeployment or retraining.

We also understand it is rhe intention of the university ro merge French, German and Spanish languages and literature into one department and to require all of the academic staff to teach two of rhese languages. This has the effect of rendering all or virtually all the existing staff redundant because they do not meet the new language requirement. "Crude" and "dishonest" are the only adjectives that can reasonably be applied to such a manoeuvre. I gather the positions will then be advertised internationally. Should rhis occur and should the AUSNZ so request, we will ensure that faculty in modern languages across Canada are informed of the kind of institution that Otago University seems to have become. That kind of reputation is, as I am sure you are aware, very hard to dispel once it has taken root in the academic world.

It seems to me most unfortunate that New Zealand's oldest university should have taken this plunge into such dubious academic practices and labour relations. I urge you to reconsider and, at the very least, offer serious retraining possibilities for the staff affected in modern languages.

WILLIAM BRUNEAU President, Canadian Association of University Teachers

## Premiers agree to seek solutions to student debt

You may be aware that the Premiers discussed the issue of student assistance at their recent conference. They have agreed to seek solutions to the issue of student assistance involving both federal and provincial governments. In addition, they devoted their attention to the broader issue of youth employment. As a tesult of their discussions, the Premiers have asked their labour ministers to develop options that would enhance youth employment.

Prior to the Premiers' Conference, my predecessor, the Honourable Robert Mirchell, presented a brief to the Senare Sub-Committee on Social Affairs, Science, and Technology in April 1997. He raised the issue of student debt and assistance, and the need for national and provincial solutions. Since then, the Saskarchewan Studenr Assistance Task Group, which was organized to investigate and make recommendarions on student assistance programs, has made its report. This group's report and recommendations are being considered in the development of Saskatchewan's position on student assistance.

I would like to thank the Round Table for Renewing Student Assistance for its commitment to this issue and I look forward to its continuing and valuable contribution.

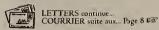
> JOANNE CROFFORD Minister, Post-Secondary Education and Skills Training, Saskatchewan

## Affirmative action not just a gender issue

I received the supplement (Bulletin, April) with Ms. Bruneau's excellent article. Concerning Professor Irvine's arricle in Dialogue, I wonder why he focused on the gender issue. If he were truly against affirmative action, it seems to me he would have focused on the preferential hiring of Canadians by Canadian universities. Everyone knows non-Canadians don't get hired to teach in Canadian universities unless there are no Canadians for those slots.

Perhaps it's not affirmative action Professot Irvine is against, just affirmative action for women.

> WILLIAM J. GREENBERG English, University of Puerto Rico at Rio Piedras



## COMMENTS? **QUESTIONS?**

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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## BARGAINING & BENEFITS

Conference Report

# Twenty Years of Collective Bargaining

BY ED BYARD

ABOUT 40 DELEGATES GATHered from across the country recently to participate in the 20th Annual Collective Bargaining Conference at Val David, Quebec. Both collective bargaining training and policy workshops were offered over the five days of the conference held at the Hotel La Sapiniere, and organized by CAUT's Collective Bargaining and Economic Benefits Committee.

In a slight departure in format from previous years, about half the delegates arrived on June 6 to begin two days of training in basic negotiating skills through a series of lectures and exercises under the tutelage of CAUT professional officers Christiane Tardif, Pierre Choquetre, and Kevin Banks. The next day the remaining delegates arrived for plenary and parallel policy sessions over the next three days.

Since the 20th year of the conference, and the retirement of Don Savage as Executive Director of the CAUT coincided, Don was asked to give the evening keynote address, entitled Twenty years of Collective Bargaining, wherein he provided an overview of CAUT's role in the development of collective agreements and special plans over that period.

The following morning, the delegates convened for a plenary session on pensions and benefits, convened by Gary Tompkins of the CBEBC, and led by Louis Martel, of Aon Consulting, Saskatoon. Mr. Martel provided a full

morning of practical, hands-on information about pension surpluses, flexible benefits, pension design, and planning.

This was followed by a session on the emerging issue of e-mail security. Ied by Dan Schap, of the law firm Goodman and Carr, Toronto. Mr. Schap offered the clear message that university faculty associations should develop policies on e-mail privacy, and that this may not be easy, since the industrial norm is that the employee has virtually complete control over e-mail use by employees.

After some free time in which the negotiating trainees were given their bargaining simulation, delegates gathered outside to participate in a round table on collective bargaining issues. Dr. Savage spoke about the recent issues arising from the York strike, and especially some of the successful techniques the York University Faculty Association used to draw attention to the issues.

Joyce Lorimer, past-president of CAUT, reported on the situation at Trent where she and Harry Arthurs recently conducted a review of the administrative structure there. Gordon Unger, retiring executive director of the Association of Academic Staff: University of Alberta, provided an overview of recent negotiations in Alberta.

The final full day of the conference had the negotiating trainees embroiled in their bargaining simulation exercise, while the remaining delegates participated in four minisessions. In the first, entitled Life in a Non-certified Association, Gordon Unger provided a case for special plans, and Annette Burfoot (Sociology, Queen's and former president of Queen's University Faculty Association, including the period in which Queen's was certified) described the successful, and arguably necessary, transition from a non-certified association to a certified bargaining unit at Queen's

In the next session, Doug Lorimer (History, Wilfrid Lautier, and WLUFA chief negotiator) summarized ways in which an association executive and negotiating team should conduct themselves during negotiations to ensure a smooth conclusion to bargaining.

The third session, conducted by CAUT Professional Officer Kevin Banks provided a practical checklist of the characteristics of bad faith bargaining, and what to do about it.

The final session, led by Paul Hobson (Economics, Acadia) dealt with the ongoing problem of how to compare salary structures across the country.

The final evening of the conference brought all the delegates back together — the negotiating traines fresh from the rigours of their bargaining simulation, and the remainder from the policy sessions — for a social evening and entertainment by the Beth Cahill Trio.

(Ed Byard is in the Biology Department at the University of Winnipeg and is a member of the CAUT Collective Bargaming and Economic Benefits Committee.)

The Collective Bargaining & Economic Benefits Committee is continuing to look for the right mix of training and policy sessions for the annual collective bargaining conference. Local associations have been requesting, and have received, onsite negotiating training over the past year, thus prompting the training component of the 1997 conference to be reduced somewhat.

The 1998 conference has again been tentatively scheduled for Val David in June.

Special rhanks go to committee members Gary Tompkins and Vic Catano, CAUT Professional Officers Christane Tardif and Pierre Choquette for developing the training session materials; and CAUT staff member Nancy Gordon, for conference arrangements.

## Reward Systems Don't Work

BY PETER LARSON

ORALE IS IN THE DUMPster around here," grumped the CEO of a large Crown corporation over lunch the other day.
"And I intend to do something about it."

Immediately intrigued, I asked what his problem was and what he was planning to do.

"Well, our surveys have shown that compensation is a big issue," he replied. "Because of government restraint, we haven't given any increases in six years. And with our own downsizing there are hardly any promotions any more. Many of our employees are discouraged because there is no way to get ahead. So we're thinking of bringing in some kind of pay for performance."

The CEO knows, undoubtedly, that "pay for performance" is widely used in the private sector. The vast majority of Canadian (and American) corporations use some kind of program intended to motivate employees by tying compensation to performance. And recent trends show that the trend is both broadening and deepening as a greater percentage of employees have some portion of their pay "at risk."

He also certainly knows that at the drop of a hat (or the ring of a phone) he could get dozens of consultants lining up outside his dozen, each offering to design an incentive pay program just right for his firm.

But it might come as a bit of a surprise to him to know that the hard evidence to support such programs is very shaky indeed.

Back in 1982, consultants Jude Rich and John Larson, then with McKinsey & Co., examined compensation programs at 90 U.S. companies to determine the impact of incentive programs for top executives on the return to shareholders. They found none.

"At least two dozen studies over the last three decades have conclusively shown that people who expect to receive a reward ... do not perform as well as those who do not expect any reward at all," notes Alfie Kohn.

Because he challenges the conventional wisdom, Kohn is a radical in the field of executive compensation. Incentive pay will not only not produce the right behaviours in the workplace, he argues, it will actually generate the wrong

In a powerfully argued article in the Harvard Business Review (Sept. 1993), Kohn advanced six main teasons why incentive pay, despite its widespread popularity, is useless at best, and harmful at worst:

1. Pay is not a motivator. Of course people want more money to buy the things they want and need. But there is no firm basis for believing that paying people more makes them happier — or that it results in better work.

Rewards punish. Not receiving a reward is indistinguishable from being punished. Either you reward everyone (in which case it is not really incentive pay), or you reward only a select few (in which case you punish the majority.)

3. Rewards rupture relationships. Performance rewards introduce an enhanced element of competition between employees, undermining cooperation and collaboration. They also sour the relationship between supervisor and employee. When rewards are at stake, for example, employees may have reason to hide problems from the supervisor instead of discussing them openly. 4. Rewards ignore reasons. To be equitable, rewards should be based on objective measures — like output, for example. But everybody knows that many factors go into determining output. To reward employees for results they did not create is unfair. The alternative is to introduce "discretion" into the equation. But this inevitably creates lots of room for discrumnation or the perception of it.

5. Rewards discourage risktaking. Excellence pulls in one direction — rewards in another. Tell people that their income depends on productivity, and they will focus on the numbers. In one factory I know, workers paid to repair containers were moved to piece work. Within a month, the "scrap rate" doubled, as workers "creamed" the easiest work and rejected the more difficult racks

 Rewards undermine interest. People who do exceptional work are glad to get paid for it. Extrinsic motivators lead people to focus on the compensation — not on the work itself.

There may be very good teasons for this CEO to take a new look at his corporation's compensation scheme. After six years of pay freeze, he may find that is a long way off the market.

But if the objective is to improve morale and performance, reinforcing good management practices seems a surer bet than introducing an incentive pay scheme.

Reprinted with permission, Ottawa Citizen, Saturday July 19, 1997. Peter Larson is executive vice-president of The Public Policy Forum, an independent thinktank devoted to improving dialogue between business, labour and government. Readers with questions or suggestions can contact Larson c/o Business Editor, The Citizen, 1101 Baxter Rd., Ottawa K2C 3M4.

# New Zealand's Universities Radical Reforms

UNIVERSITY STAFF IN NEW Zealand are shocked at the content of a leaked briefing document prepared by Government of New Zealand officials for the ministers of Education and Finance.

The document outlines an integrated package of reforms designed to turn existing state tertiary (post-secondary) institutions into profit-making companies, run by boards of directors handpicked by the Minister of Education.

Association of University Staff (NZ) President, Ijan Beveridge, said that "the net outcome of the proposal for students is that fees would inevitably continue to rise and at a much faster rate than previously." Officials recommend the New Zealand Government cease its commitment to fund 75 per cent of tuition costs and introduce a universal education voucher system. The voucher system would represent a total cash figure "roughly equivalent to five years full-time

study." Students would pay at least 25 per cent of their tuition costs, the additional 75 per cent of costs would be charged against their voucher.

Departmental officials are also proposing the separation of teaching and research funding. Minimum research standards would be developed specifying the quantity and quality of research activities. Students would not be able to draw on their woucher if their university could not meet these minimum requirements.

"These proposals are so radical that they call into question the role of Ministers in the policy making process," said Mr. Beveridge.

Mr. Beveridge said that representatives of all stakeholders in the public tertiary education sector would be calling for an urgent meeting with the two ministers as it was clear that officials were ignoring the views of stakeholders.

## University Research

## A Federal Five-Year Plan?

LAST FALL CAUT JOINED WITH the Association of Universities and Colleges of Canada and the Canadian Consortium for Research to propose a series of policy recommendations to the federal government to deal with the funding crisis in university research. This document, Putting Knowledge to Work, was favourably received in governmental circles. The major result was the announcement in the last federal budget of the creation of the Canada Foundation for Innovation designed to provide funding capital of \$800 million

AST FALL CAUT JOINED WITH
the Association of Universities and Colleges of Canada and
associated institutions.

The same three organizations now joined by the Canadian Federation of Students, the Canadian Graduate Council, and the Humanities & Social Sciences Federation have written to Industry Minister John Manley to commend the government for its actions taken last February and now call for "a plan of action for research and development to be implemented for the mandate of (the) government." They invited the Minister to work with

them to that end, and advised him that a more detailed document would be forthcoming at the end of August. In the meantime, they urged the Minister to increase the funding of the three federal granting councils which, they said, "is a key part of any federal research strategy."

The full text of the letter to Mr. Manley can be found on the CAUT web site — www.caut.ca. The October issue of the Bulletin will carry the details of the proposed five year plan.

## Battle Over Fisheries Policy

BY MATTHEW KERBY

THE LONG HOT SUMMER HAS been a little longer and a lot hotter for officials at the Department of Fisheries and Oceans. They have spent the latter part of June and July fending off accusations of bureaucratic and political meddling into research conducted by their own researchers and scientists.

The issue, widely reported in the Ottawa Citizen and the Globe and Mail, began after three leading biologists published an article in the Canadian Journal of Fisheries and Aquatic Sciences. In the article "Is Scientific Inquiry Incompatible With Government Information Control?" the researchers explained that fisheries research has become so compromised by political manipulation that an independent fish science research organization should be created. They also recommend that all fish science research should be made available to the public at the same time it is presented to the Department of Fisheries and Oceans (DFO).

The authors cited two examples of DFO's attempts to tampet with or ignore scientific material that did not fall in line with the wishes of politicians or bureaucrats.

William A. Rowat, the Deputy Minister of the Department of Fisheries and Oceans, tetaliated by writing a scathing letter to National Research Council President Arthur Carty, accusing the publishers (the NRC publishes the Canadian Journal of Fisheries and Aquatic Sciences) and authors of writing "tabloid journalism of the sort one would not expect to encounter in a scientific journal."

"Fortunately the three individuals are at Dalhousie, UBC and Memorial universities and cannot be silenced by bureaucraric decree," Dr. William Bruneau, CAUT President, wrote in a letter to the Globe and Mail. "This incident shows how important it is to ensure that the funding remains intact for independent research in the universities, and why professors need guarantees of academic freedom in their con-

tracts so that powerful interests cannot silence them."

Since the appearance of Rowat's letter, many members of the scientific community have rallied behind the authors and DFO scientists. Numerous letters to the editor in the Citizm and continued journalistic digging have revealed that concerns over scientific objectivity and freedom of expression have existed for some time now at DFO.

Ransom Myers, a distinguished scientist who left DFO three months ago to take on the position of Killam Chair of Ocean Studies at Dalhousie, complained to the Citizen that the DFO regularly "suppresses papers whose conclusions it doesn't like, and prevents its scientists from speaking openly, as university scientists are free to do."

Myers' allegations are supported by the discovery of a 1993 internal DFO document which clearly states that staff scientists at DFO were upset over "intellectual dishonesty and politics" in the department, in addition to restrictions on speaking openly about their research.

Myers now faces a lawsuit initiated by two senior DFO bureaucrats, Dr. Scott Parsons, Assistant Deputy Minister for Science and Dr. William Doubleday, Director General Fisheries and Oceans Science, for the comments that he made to the Chitzen. "CAUT believes that scientific disagreements should be debated, not silenced by the threat of lawsuits," said Dr. Bruneau.

On July 3, 36 prominent scientists from across Canada teacted by writing a letter to NRC President Carty calling for an end to the political and bureaucratic suppression of the fisheries scientists. The letter also rebutted Rowar's previous letter to Carty. "As scientists reliant on the objectivity and fairness of publications such as the Canadian Journal of Fisheries and Aquatic Sciences, we wish to take strong exception to the views expressed by W.A. Rowat in a letter

sent to you...." Fourteen of the 36 scientists spoke to the Citizen and their comments dominated the front and fourth pages of the newspaper.

The Department of Fisheries and Oceans has now invited the authors of the article which appeared in the Canadian Journal of Fisheries and Aquatic Sciences to debate the role of science in fisheries management in St. John's Newfoundland on September 5. Also, three responses to the article will appear in the next issue of the journal.

That the Otlawa Citizen might not be entirely disinterested became obvious in a subsequent editorial where it argued that experts were deluded if they thought state powers should be used to regulate or to promote good works such as research and development

However, Dr. William Schrank, an economist at Memorial University with a long involvement with the economics of the fishery believes that the DFO battle may be more complicated than its depiction in the media.

"It's popular these days to lay blame on the government but science has been wrong in the past," Schrank says. He is referring to a 1987 independent report by Dr. Lee Alverson which said that the Atlantic cod stock assessment conducted by DFO scientists was greatly miscalculated. Schrank also points out that in the past DFO has looked outside the department to independent inquiries for public insight and discussion on the issue of stock depletion.

Nevertheless, when the issue hit the newspapers, DFO officials did distribute an internal memorandum directing their scientists to refrain from discussing the matter with the media.

(Matthew Kerby is a graduate student at the Norman Paterson School of International Affairs, Carleton University.)

William A Rowat was moved from his position as deputy minister and appointed senior adviser to the privy council office on August 25.

## Tech BC — No Senate, No Tenure

FROM PAGE I

of research in technical fields into the hands of a boatd of non-experts," Bruneau said. "It is really quite breathtaking."

Furthermore the minister announced that there will be no tenure at the new university.

"Tenure means that faculty have a guarantee of free speech, the right to make open criticism within and without the university, and can conduct independent research without fear of reprisals. They can only be dismissed for just cause," said Dr. Donald Savage, former CAUT Executive Director. "It is incredible," he said, "that an NDP minister should lead the right wing charge against free speech in the academy."

Education Minister Paul Ramsey has been strangely quiet on the issue, offering his only substantive comments in a July 8 letter.

"I must say that I am concerned and disappointed by the content of your letter and the actions which you are apparently advocating," Ramsey wrote. "I had hoped for, and expected, a more forward-thinking response."

Ramsey defends the legislation and the "economic development" mission of Tech BC on the grounds that the history of post-secondary education in British Columbia is a history of expansion through diversification.

"No single type of institution can meet society's diverse and changing needs," Ramsey wtote. "The Technical University of British Columbia (Tech BC) will be unique because it is intended to play a unique tole in out system."

B.C. college and institute instructors are also displeased with Tech BC. In a June 26 letter to Ramsey, College Institute Educators' Association of B.C. (CIEA) president Ed Lavalle asked if establishing Tech BC was effective use of limited post-secondary dollars.

"The \$2.8 million recently announced funding for the Technical University would support 450 to 500 full-time equivalent students in our current post-secondary education system." Lavalle wrote.

Lavalle also warned of the apparent duplication of existing programs, and questioned whether Tech BC is the right solution for the Fraser Valley, which is where the campus will be located.

"If [Tech BC] is intended to serve a Ftaset Valley focus, it is unlikely to succeed as currently proposed," Lavalle wrote. "Building a university to deal with low participation rates, in this case, is like building a penthouse without bothering to build a foundation."

Lavalle called on Ramsey to launch an independent teview of the alternatives to Tech BC.

"The appointment of an individual to study the issues would

permit the government to look at different directions and at the same time ensure people in the Fraser Valley receive the services they need," Lavalle wrote.

The CIEA proposal has been endorsed by CAUT, CUFA/BC, the Advanced Education Council of B.C. (representing college and institute boards of governors and presidents), and the Canadian Federation of Students (B.C.)

Both Ramsey and Ron Dickson, chair of Tech BC's interim board of governors, have publicly dismissed the professor-led boycott of the institution.

"I don't think their campaign will have staying power," Dickson said in an August 15 article in the Vancouver Sun. "We expect to have some very well respected faculty."

In a July 2 letter to Bruneau, however, Dickson tells a different story. "We are sincetely concerned that such an important professional association as yours with a long tradition of defending the unique and special role of universities in our society is troubled by our attempts to date to develop a truly unique and innovative institution," Dickson wrote.

"Because we are of course concerned about opposition from your internationally respected organization, we would like to know what stage your deliberations have reached ...Our hope is that our two organizations may yet develop a cordial and coopetative working relationship."

"Sadly, Dickson did not respond to our offer to go with the Tech BC board to government to have the legislation amended priot to third reading," Bruneau said. "I still hope the board is interested in cooperation."

An editorial in the July 30 edition of the Vancouver Sun calls on Tech BC's detractors to "Be open to a new U," while a editorial in the Surrey Leader of the same date acknowledges the objections raised by CAUT and CUFA/BC.

"The omnipotent boatd, not necessarily consisting of education experts, could tailor research towards business interests rather than society's needs," the editorial states. "Teachers' hands could be tied by profit-minded corporations. Students could be primed for employers' desires rather than their own best interests."

"Inexcusably, the government saw this bombshell coming for months and chose to ignore it... Local MLAs have instead spent time arguing over location (Cloverdale vs. Whalley) when this more fundamental flaw lay festering."

(Robert Clift is executive director of CUFA/BC.)

For further information consult the Tech BC boycott web site: http://cufabc.harbour.sfu.ca/tubc/index.html

# Lobby Urges Student Aid Reform

with six other organizations representing university administrarions and students to call for improved federal funding of student aid.

Drastic cuts to federal transfers and provincial government parsimony have caused average student debt loads for those who bortow from the Canada Student Loans Program to escalate from \$8,700 in 1990 to an estimated \$25,000

The group suggested a package of reforms to include encouragement for savings on the part of parents, various forms of tax relief for parents and students, direct grants for certain disadvantaged groups of students, and possible modalities to ease the repayment crisis.

The federal government responded by introducing some tax relief measures in the last federal budget and by increasing to 36 months the grace period for graduates who are unable to repay their

During the recent fedetal election campaign the Liberals promised grants for students who were single parents - single parents make up 13 per cent of the Canada Student Loans Program borrowets.

The provincial governments are now becoming aware of the di-mensions of student debt and the issue of student assistance was on the agenda of the first ministers' conference in New Brunswick in

Before the conference the group wrote to Premier McKenna the convenor of the conference pointing out that student debt load is "...a very serious economic, social and political issue in Canada. Unmanageable levels of student debt will discourage many capable students, particularly lower income youth, from pursuing higher education at a time when employers are demanding a higher level of skills than ever before for entry level positions."

The letter was also sent to the

AST JANUARY CAUT JOINED other premiers, the Council of Ministers of Education of Canada and to the ministers responsible for higher education.

The group urged the first ministers to consider its package of reforms, in particular the need for grants for students who are single parents and for low income students in the first and second years of their undergraduate

"Research in the United States," they said, "...shows that grants schemes that target first and second year students are particularly effective in terms of increasing the retention rate of students in the system."

They also noted the importance of work study programs and the need for student debt reduction for those graduating.

The group urged the first minisrers to work with the federal government and with the stakeholders to reform student aid programs along the lines suggested in its document Renewing Student Assistance in

Paul Ramsey, the minister responsible for higher education in British Columbia, wrote CAUT in support of the line of action suggested by the group and expressed scepticism that the discussions currently ongoing between Ottawa and Ontario about income contingency repayment schemes would lead to any alleviation of the student debt problem.

The other members of the group ate the Association of Universities and Colleges of Canada, the Association of Canadian Community Colleges, the Canadian Alliance of Student Associations, the Canadian Association of Student Financial Aid Administrators, the Canadian Federation of Students, and the Canadian Graduate Council.

The full text of the letter to Premier McKenna and the document "Renewing Student Assistance in Canada" can be

## Campus Without Tenure Is Dubbed 'Fire-at-Will U'.

A 'founding faculty member' loses her position at an experimental branch of the U. of Arizona.

BY COURTNEY LEATHERMAN

HE ARIZONA INTERNATIONal Campus opened last fall as a branch of the University of Arizona, and as a unique experiment: the only public institution in the state operating without tenure.

That caused an uproar among some professors at the university, who dubbed the new campus "Fire-at-Will U."

But it didn't daunt Kali Tal and the other four "founding faculty members," as the administration called them. In April 1996, the new professors, who were the only ones hired that first semestet, were excited about getting in on the ground floor of a new interdisciplinary institution, and about shaping a place that eventually is to operate autonomously. That spring, two more professors came. Of the seven full-time faculty members at the new campus, Dr. Tal says, four gave up tenured and tenure-track jobs to come to Arizona International.

"I thought when I took the job at A.I.C. that I was helping to create a new kind of system, which would have the advantages of tenure but none of its drawbacks," says Dr. Tal, who moved to Tucson from Woodbridge, Conn.

But within a year, she had changed her mind. She learned that her annual contract would not be renewed-and that she would not be told why.

The post was Dr. Tal's first full-time teaching job since earning her Ph.D. at Yale University in 1991. Arizona International lauded her abilities when she was hired as a humanities professor. And she was a popular professor. But a year later, she says, she had become the institution's "sacrificial goat."

Since then, Dr. Tal has been on a campaign to expose what she

Her story touches a nerve at a moment when a number of academics are promoting alternatives to tenure. "I think in an ideal world, a non-tenure system which protected due process and academic freedom could indeed be devised," she says. "However, I think the people who currently are most deeply interested in eradicating tenure have absolutely no desire to see such a system evolve and will do everything they can to prevent it."

B. Robert Kreiser, associate secretary of the American Association of University Professors, shares her concern: "When the state Legislature established this campus, it was with the understanding that it would not be with any tenure, but with other protections of academic freedom and due process. Judging from this case, one might conclude that the assurances were without foundation."

Officials at Arizona International say that it took some time to develop specific protections for professors, but that all employees were given contracts that laid out their rights and responsibilities.

Arizona's experiment began when the Board of Regents decided to create the state's only fouryear liberal-arts institution, initially as an extension of the university, to deal with projected enrollment increases at state institutions. The state has allocated \$7.7-million over the past four fiscal years to the new campus, which enrolled 48 students last fall. It is several miles from the main campus, in the university's 1,300-acre scienceand-technology park. Arizona International's departments and degrees are entirely interdisciplinary, and students are tequired to complete internships and a cap-

Scholars such as Alexander

1 year

2 years

3 years

4 years

5 years

says are deep flaws in Arizona's W. Astin, a professor of highereducation and director of the Higher Education Research Institute at the University of California ar Los Angeles, sits on an advisory board. And a faculty committee at the University of Arizona oversees some aspects of the new campus. David C. Gnage, senior finance officer of Arizona International, calls it "one of the most exciting projects I've ever been involved in."

Dr. Tal, too, was excited about rhe project. But she says now that she and her teaching colleagues were brought to the campus under false pretenses. She says that they expected to get multiyear contracts, and that they received assurances that faculty members would be involved in developing governance policies to protect academic freedom and due process. The first four professors had already started working on the new campus before they got their notices of appointment.

None of the other professors could be reached for comment; one has taken a leave of absence to return to a lecturer post at the University of California at Berkeley.

In the letter offering Dr. Tal a job, the campus's chief executive officer, Celestino Fernandez, said her work with students and her undergraduate teaching would be the basis for evaluation and reappointment." But in the end, she says, she was never evaluated. She believes it was her strained relations with the C.E.O. that did her in. Dr. Tal readily acknowledges that she made public her criticisms abour the way the new campus was operating, and about what she says were salary discrepancies between male and female professors. She says this was appropriate, since professors had been told that they would be

See CAMPUS... Page 7 58

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# Swim Coach at Simon Fraser University Reinstated

FROM PAGE

ate student in physics and an hatassment advisor, and Thea Hines, assistant to the Dean of Graduate Studies. Mr. Donnelly's lawyer advised him to refuse to appear and thereby to challenge the validity of the procedures at Simon Fraser. As a consequence Mr. Donnelly did not appear, and the panel proceeded, without him or his lawyet, to hear Ms. Marsden's complaints.

The Hafer panel upheld the complaints and urged that the swim coach be dismissed. When the university eventually released the report, it deleted all but nine paragraphs of the 21 page report, citing the B.C. Freedom of Information and Protection of Privacy Act as to why it had done so.

The Vancouver police declined to prosecute as a case of rape.

At that point Mt. Donnelly stated that he had received bad legal advice and that he had detailed evidence suggesting that Ms. Marsden had harassed him, rather than the other way around. He put this evidence and the testimony of fourteen witnesses in a 28-page letter to the President, Dr. John Stubbs. This material included, according to Mr. Donnelly, explicit photographs and e-mail sent by Ms. Marsden as part of her campaign of harassment. President Stubbs refused to hear this evidence and fired Mr. Donnelly on May 23. The university agreed to ask the Dean and the department to reconsider Ms. Matsden's grade in a

course she had not finished. At the time of writing this process had not been completed despite newspaper teports that suggested otherwise. The university agreed to pay Ms. Marsden \$12,000. The President shortly thereafter proceeded on a three-month study leave.

That was when the case became a media issue. This was perhaps inevitable given the considerable prominence in the media in British Columbia in recent years of the battles over alleged sexual harassment in the political science departments at the University of British Columbia and the University of Victoria.

Mr. Donnelly and his supporters argued that the President should have heard the new evidence. Questions were raised about the competence of the panel and the fairness of the procedures as well as the secrecy of the proceedings. It was suggested that the root of all this was a longstanding quarrel between the Matsden family and Mr. Donnelly over his coaching style when both were with the Hyack Swim Club.

The media was overwhelmingly on Mr. Donnelly's side. Trevor Lautens in the Vantonver Sun attacked what he called outrageous sexual harassment courts. Margaret Wente in the Globe and Mail wrote of "campus follies at SFU" where the administrators "...have allowed the harassment vigilantes to run amok, wreaking havoc on people's reputations and livelihoods." She argued that, while sexual harassment

years ago, they no longer were relevant since the mores of the universities had changed. However, Clayton McKee wrote to the Vancouver Sun to complain that the public had been given a one-sided story because the Marsden family would not participate in "the media circus." Ms. Paddy Stamp, the Sexual Harassment Officer at the University of Totonto, suggested in the Globe and Mail that the media's campaign against university sexual hatassment policies was part of a backlash against a movement for real equity for women, for the subordinate in hierarchical organizations, and for the historically disadvantaged.

The British Columbia Civil Liberties Union criticized the sexual harassment policies at Simon Fraser. Its president, Kay Stockholder, said she had concerns both about the old and the new sexual harassment policies at SFU. "A university," she said, "should take the risk that some mild forms of harassment might slip through so as not to cast a healthy chill on academic freedom or transform ordinary features of campus social life into offences."

Mr. Donnelly's second lawyer, Lorly Russell, speaking to the Vancouver Province after the case was closed, said that she was appalled that the university policy offered no penalty for people who make false accusations or perjure themselves during a hearing — and that witnesses could not be compelled to testify. She wondered about the chilling effect of harassment policies on free speech and thought at the universities.

In early July Professor Hafer defended his panel in an interview with the Vancouver Sun, arguing that the panel made a sound decision based on the evidence before them. He also rejected the idea that the panel was ignorant of administrative law and natural justice, noting that it had been advised by university lawyer Anira Btaha, and the then sexual harassment coordinator. This information produced immediate complaints of conflict of interest from several members of the British Columbia legal community who argued that it was wrong for Ms. Braha to advise both the panel and the President since the President was acting as a single person appeals board in tegard to a decision of the panel. The acting President of the University then stated publicly that Dt. O'Hagen had had a friendship with the complainant, and that Ms. Marsden had been shown the judgment before it had been seen by the President. Dr. O'Hagen denied any impropriety on her part.

Replying to the media, CAUT President Professor Bill Bruneau said that in his opinion the university should not substitute itself for the courts in serious criminal cases. Nor should it offer payment to complainants in sexual harassment cases except for actual costs such as the fees involved if a student had withdrawn from a course because of alleged sexual harassment or for legal fees if the complaint was upheld. Marks should not be altered either by administrators ot by the board of governors although aegrotat standing or a course average could be assessed provided proper academic procedures were followed.

Dr. Stubbs responded to the furor by stating that he had no power to overturn the decision of the panel. This was disputed by Dr. Hafer and a number of other faculty. In any event Dr. Stubbs, whose contract was up for renewal, requested medical leave for serious depression which was granted by the Board.

Eight professors brought a motion to the university senate to ask the board of governors to suspend the discipline portions of the hatassment policy. After two hours of vigorous debate, the motion was defeated 25-5. Students argued that the passing of such a motion would send a negative message about how the university views students. Several professors said that the existing policy was better than no policy. A second motion calling for a senate review of the proposed new policy was carried unanimously.

The university ultimately agreed to mediation and, if necessary, arbitration of the dispute with Mr. Donnelly. The mediation was conducted by a well-known arbitrator, Stephen Kelleher. Ms. Marsden refused to participate. The parties agreed to confidentiality, but details gradually seeped out. During the proceedings, David Gagan, the acting President, issued a statement questioning the fairness of the original process. Kelleher apparently came to the conclusion that the procedures had been seriously at fault and that there were important inconsistencies in the testimony of Ms. Marsden. As a consequence the Board of Governors reversed the decision to fire Mr. Donnelly, gave him his back pay, and paid his legal bills. It also agreed to expunge the case from his file and admitted that there were flaws in its procedures. Both sides agreed that the settlement could not be said to be a criticism of the harassment panel members

Dr. Gagan said that "the university regrets what Mt. Donnelly and others have gone through. If we were convinced Mr. Donnelly was guilty of sexual harassment, we would not have reinstated him. We cannot hide the fact that this has done damage to the university's public profile." This was a view echoed by the British Columbia Minister who said it was a black spot on the reputation on the university. "We have to learn from our mistakes, " Dr. Gagan said, "learn from those things that we have been reminded of constantly over the past few weeks that aren't acceptable.

Some SFU faculty called for Dr. Stubbs' resignation as a consequence of the handling of this case. Others disagreed. Professor Marjorie Griffin-Cohen, professor of women's studies and of political science, and chair of women's studies argued that if John Stubbs goes, women and minorities at SFU will lose. Students also launched a petition to keep Dr. Stubbs in office.

Many commentators noted that universities across the country were likely to reconsider their sexual harassment policies as a consequence of this case. Universities need to be clear about the role of the sexual harassment officer - is the officer an educator and an ombudsperson or is the incumbent a special prosecutor for the president? Can the sexual harassment officer be a witness in a case? What is the role of the administration in investigating charges and imposing discipline? Should the university solicitor advise both the hearing committee and the president or is there a conflict of interest? What recourse has the defendant? Should any procedures that are followed be public? What should be the test for any hearing - a balance of probabilities or a stronger test - particularly when a guilty vetdict is likely to ruin a person's careet?

See COACH... Page 7 DE

## Intelligence on Campus? Espionnage sur campus?

Do you remember someone who was just a little too keen to keep notes at the meeting of your campus organization or in the class you taught? There is a chance that he or she had some connection with the RCMP Security Service, am currently working on a book on the history of RCMP activities on university campuses. If you have any stories to tell or you know someone who does then t am very interested in speaking with you. Your anonymity is assued. Write me at:

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## Campus Without Tenure Is Dubbed 'Fire-at-Will U'.

FROM PAGE 5

involved in developing policies. Dr. Tal sent several memos outlining her concerns via e-mail to the campus's 15 employees.

Dt. Fernandez, who retains tenure in the university's sociology department, said Arizona International made no ptomises to employees that it didn't keep. "We were interested in bringing people to the campus who would want to make a long-term contribution to the fulfillment of the institution's mission," he said. "That doesn't always work out."

He added: "I believe that our faculty members have academic freedom to do their teaching, and due process."

Dr. Fernandez says Dr. Tal was evaluated by himself and others, including some of her peers, whom he did not name. He said she was judged on two criteria: her teaching and her ability to work with others. He refused to say where she fell short. But he noted that the criteria were part of the conditions for employment approved by the Board of Regents this past spring - after Dr. Tal's contract was not renewed. He said he had made it clear to all of the professors that until the regents acred, the campus would opetate under policies set by the University of Arizona. Under those policies, he said, Dt. Tal was just a "non-tenute eligible" employee. Under the university's policies, this meant that if the president decided not to tenew her appointment, she had no right to a hearing. In a letter turning down her appeal, Manuel T. Pacheco, who was then the president, wrote that "only tenured faculty members have a right to expect their appointments to be continued into subsequent years." He did acknowledge that when she and her colleagues were interviewed for the jobs on the new campus, "there was discussion of a future intention to seek Arizona Board of Regents authority to offer multiyear contracts in the future." But he said this was was never officially promised.

If Arizona International didn't make explicit promises, it made some implicit ones — beginning with its first advertisements for faculty posts. In the September 13, 1996, issue of The Chronicle, it advertised for full-time teaching posts and announced, "All positions are one-to-five year renewable contracts." As it turned out, all of the first five faculty members were hired on one-year renewable contracts. Only this past spting did the regents approve granting multiyear contracts on the campus.

Dr. Tal wasn't counting on a job for life in Arizona, but she says she was expecting some basic protections and a modicum of job

Her campaign to publicize her case has been to greater effect. She has made a name for herself as the author of Worlds of Hute Reading the Literatures of Trauma (Cambridge University Press, 1995). She is the administrator of SIXTIES-L, an electronic discussion list with 600 subscribers, and edits the

scholarly journal, Viet Nam Generation. She has sent out e-mail messages to academics around the country and has put together a 150-page packet of materials documenting her case, which she has sent to every member of the Legislatute. She has also contacted the Modern Language Association and the national office of the A.A.U.P., which has written to the university expressing concern about Dr. Tal's treatment.

Professors at the University of Arizona plan to look into her case, too. "I am very concerned about there being clear personnel policies for evaluating faculty at A.I.C.," says Jetrold E. Hogle, head of the faculty at the university. "I don't see them as being adequately developed as of yet, and I told Dr. Fernandez so."

As for Dr. Fernandez, he says:
"Conditions of faculty service are
only a minor component of the
different model we"e implementing. We're not faculty centered."

We're student centered."

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## Nouveau directeur général intérimaire pour l'ACPPU

Le COMITÉ DE DIRECTION A nommé M. Claude Dionne, professeur de marketing à la faculté d'administration de l'Université de Moncton, au poste de directeur général intérimaire de l'Association du I<sup>et</sup> septembre 1997 au 31 août 1998.

Les membres et les amis de l'ACPPU ne sont pas sans savoir que M. Donald Savage, directeur général, a pris sa retraite le 31 août dernier. Bien que la recherche d'un successeur se poursuive, le Comité de direction a jugé qu'il était essentiel de pourvoir le poste temporairement. Nous sommes heureux que M. Dionne accepte cette charge pour la prochaine année.

M. Dionne enseigne à l'Université Moncton depuis 1974 et y a occupé différents postes, notamment comme vice-doyen, directeur de l'éducation permanent et directeur du dépattement d'administration. Il est détenteur de diplômes d'études supérieures en France et au Canada, dont un doctorat en administration scolaire de l'Université d'Ottawa. Ses intétêts de recherche portent non



Claude Dionne

seulement sur les habiletés de gestion mais aussi sur les responsabilités sociales des entreprises.

M. Dionne a siégé au Comité de direction de l'ACPPU au cours des sept dernières années et est membre du Comité de direction de la FAPPUNB depuis neuf ans. Il comprend particulièrement bien l'ACPPU et ses caractéristiques nationales et régionales.

Nous nous réjouissons de l'avoir de nouveau parmi nous.

## Simon Fraser Swim Coach Reinstated

FROM PAGE 6

Professor Kathleen Atkins, chair of the committee reviewing the SFU harassment policy said in the Vancouver Sun that all accusations should be investigated. However, if the harassment policy coordinator and the chair of the policy board agreed that a case was vexatious or malicious, it could be dropped. If there is a hearing, and a panel determines that the accusation was malicious, the president can punish the accuser and compensate the accused. No procedure, she said, can force someone to appear before a panel but the president's decision, based on the panel's recommendation, could be appealed as in the Donnelly case. Sexual harassment procedures, she said, should be confidential to protect both parties but only up to and including any formal hearing. Hearings should be open and

chaired by a professional arbitrator. Her committee was considering whether there should be written transcripts and written decisions by the panel but the province's privacy legislation would still govern what could be released.

CAUT considers that sexual harassment policies insofar as they involve academic staff should be negotiated as part of the collective agreement with the faculty association or faculty union. This has two advantages. It increases the legitimacy of the policy because it has been approved by the faculty by vote when the collective agreement is ratified rather than being imposed by the president or the board of governors. It also means that any discipline arising falls under the grievance and arbitration procedure where there are longstanding and well known legal rules of procedure.

# The Holocaust

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# B.C. education minister joins CAUT in support of student aid measures

I am writing in support of the initiative that the Canadian Association of University Teachers and six other postsecondary education groups took in urging the federal government to adopt student aid measures to help students deal with rising debt loads.

I wanted to take this opportunity to let you know that I shate your concern and, like your organization, believe that active measures, such as loan remission or deferred gram programs, are necessary to ensure that students are not saddled with educational debts which cannot be supported. Unfortunately, provincial measures alone are not enough. Although Beitish Columbia spent over \$60 million on debt reduction measures in 1996/97, students in this province, leaving university after fout years of study, will still have an avetage of \$15,000 in debt, over 75 per cent of it in the form of Canada Student Loans administered by the federal government.

Despite continued urging from yout organization, other groups, and me, the federal government has not yet recognized its obligations to assist in debt relief or accepted its responsibility to accept its fait share of the costs of debt relief. Recently, I wrote to the Honourable Pietre Pettigtew, Minister of Human Resources Development Canada, to exptess my concern about the absence of any debt reduction measures in the federal budget. I have enclosed a copy of my letter for your reference.

I plan to continue to press the federal government to develop, with the cooperation of the provinces and other stakeholders, debt relief measures that are consistent with the needs of the various jurisdictions. I hope to work together with you and the others to lobby the federal government to bring real solutions to the mounting debt problem which students and graduates are experiencing.

> PAUL RAMSEY Minister, Education, Skills and Training British Columbia

On March 21, Paul Rainscy wrote to The Hononrable Pierre Pettigrew, Minister of Human Resources Development Canada, to express his concern about the increasing level of student debt and the lack of federal initiatives for debt reduction measures. As mentioned above, the text of that letter was copied to CAUT. It appears below:

I am writing to express my concern about the absence of any debt reduction measures for students in the tecent federal budget.

Student debt levels are an increasing concern to students, their families, and the Province of British Columbia. The Province spends approximately \$60 million annually through grant and loan remission programs to keep debt levels, which are caused by both your program and ours, at manageable levels. Recent studies indicate that because of these programs, 75 percent of the debt of graduates in British Columbia comes from the federal program. Given the federal role in creating student debt, it is time that the federal government started to carry a fair shate of the cost of debt management in British Columbia.

Last fall, your officials identified several student debt reduction measures which received broad support from the provinces and stakeholdets groups. It appears from the budget that these debt reduction options have been withdrawn in favour of an Income Contingent Repayment (ICR) Plan that, based on initial information, does nothing to deal with student debt. It also appears that the funding envelope available to support the debt reduction measures identified last fall will be used to support the changes to the Interest Relief Program, which also does not address student debt, and the ICR Plan and not to reduce student debt.

I am writing to encourage you to continue to develop, with the cooperation of the provinces, the debt reduction measures identified last fall. British Columbia is prepared to work in a very constructive way to bring real solutions to the debt problems which our students and graduates are experiencing.

PAUL RAMSEY Minister, Education, Skills and Training British Columbia

# Education ministers support UNESCO rights statement

CAUT has been one of the leaders in lobbying UNESCO to adopt an international statement on the rights and responsibilities of teachers in higher education. The proposed recommendation will be before the general convention of UNESCO in early November. The recently received and welcome letter from the Council of Ministers of Education indicates that Canada will be actively supporting the proposed statement.

Thank you for your letter of June 26, 1997, with respect to the General Conference of UNESCO and the adoption of the proposed recommendation concerning the tights and responsibilities of higher education teaching personnel.

As you note in your letter, Canada's position of support for the recommendation was clearly enunciated by us in advance of the experts' meeting last fall and was clearly expressed by our delegate. In addition, the amendment from the Canadian delegate was useful and appropriate.

I have no hesitation in stating that Canada will both support this recommendation actively and, as you mentioned, discuss its strong merits with other member states of UN-ESCO, so that the adoption of this important recommendation be assured.

From my own perspective, such an adoption is important, not only with respect to the rights and responsibilities of those persons working in the education sector, but also because it engages the international community in a more general sense in the direction of respect for universal human rights. Canada has an obligation, both by conviction and by tradition, to lead in such matters.

PAUL CAPPON

Director General, Council of Ministers of Education, Canada

# CAUT protests the closing of the University of Nairobi

On July 16 CAUT sent the following letter to His Excellency
Daniel T. Arap Moi, President of Kenya:

The Canadian Association of University Teachers is appalled by the recent closure of the University of Nairobi and by the violent attacks of the police on its students.

These events are, of course, part of a long-standing pattern of repression which has resulted in the demise of academic freedom at the University of Nairobi. Repeated closures, spying on the academic staff and students, and the appointment of administrators charged essentially with enforcing the political orthodoxy of the government have totally undermined academic freedom. Fair and open university governance no longer exists at the University of Nairobi.

One consequence is that many distinguished academics and intellectuals have fled the country for the life of exile rather than suffer the repression in Kenya. That this repression has gone on for many years was well documented in a 1991 issue of the Canadian Journal of African Studies (Vol. 25. No. 3).

We are equally concerned about the recent violent atrack by the police on the congregation and ptiests in the Anglican cathedral in Nairobi. We note that this too is not an isolated incident. Kenya should respect religious freedom especially when it involves dissent from the status

We, therefore, urge you to end the attacks on academic and religious freedom in Kenya and to re-open the University of Nairobi under a governance regime pledged to maintain academic freedom, free speech and openness in university covernance.

WILLIAM BRUNEAU President, Canadian Association of University Teachers

CAUT also wrote to the Secretary of State for Africa and Latin America, David Kilgour, asking the Covernment of Canada to take an interest in the university issue in Kenya. — ed.

## Canadian research funding

We, members of the Canadian Association for Responsible Research Funding, feel compelled to draw attention to a dismal state of university research funding in Canada. The problem in our opinion is not so much of "money shortage" but of an almost complete monopolization of research funding by a telatively small group of privileged grantees at NSERC (Natural Sciences and Engineeting Research Council) and MRC (Medical Research Council).

The process of selecting who gets funding is secretive, has no form of external review, and the appeal system in place is torally inadequate, being completely controlled by the very system whose actions you are appealing. There is no accountability in the present system of funding as practiced by NSERC/MRC. This system has seriously damaged the efficient use of the Canadian taxpayer's research dollar. Not only is the distribution unfair and inefficient, but feat of the NIL award drives much of the research to the avenue of the sure-fitte risk-free ptojects and away from innovation and originality. The net result of this policy has been devastating to the competitiveness of the Canadian teseatchers on the international scene and to the contribution that Canadian scientists could be making to Canada.

This deplorable, demoralizing situation seriously damages the return on investment of the Canadian research dollar and encourages sure-fire, risk-free research that will inevitably cause Canadian research to fall behind on the international scene. Very few people still believe that the so called "Centres of Excellence" live up to their name or that those not included are any less able or willing to do excellent research. It is a case of 'hype' over substance, notwithstanding all the glorifying official pronouncements and glossy reports.

We would like to stress that, contrary to misleading statements by representatives of the funding Councils, this sorry situation is not merely the result of government "under funding." On the contrary, there is a growing perception that many projects conducted by members of such Centres of Excellence are probably over funded relative to their return, if proper accounting were to be carried out.

Therefore, in addressing the funding issue, primary attention should be directed to rectifying the distribution system first, before throwing more money at the problem.

We believe that the following two measures will be especially desirable in the present context:

(1) As a first step, NSERC and MRC should be required to remove from their funding panels all those members who are grant recipients themselves. Regardless of personal qualities of panel members, the very fact that those who must divide up the funding must decide if their own research is worth funding constitutes a fundamental conflict of interest.

(2) It would be highly desirable to conduct an independent Parliamentary inquiry on the effects of NSERC/MRC funding policies on Canadian science and technology. All people who are willing to provide evidence for such an inquiry should be given the opportunity to make their submission. In the current system dissenters have no voice, no appeal, and no representation. Such an independent inquiry would reveal a system that is biased, inefficient, and wasteful.

ALEXANDER A. BEREZIN Engineering Physics, McMaster University

> RICHARD GORDON Radiology, University of Manitoba

PETER LAZNICKA Geological Science, University of Manitoba

> CHARY RANGACHARYULU Physics, University of Saskatchewan

MARIA L. TORRES Mathematics, University of Regina

This represents the views of the authors and not of CAUT; the Grant Selection Committee members are formally required to step out of the meeting room when their own grants are voted for. — ed.

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official site of the canadian association of university teachers www.caut.ca

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# Using Information Technology in the Classroom

Electronic newsgroups or tapping the World Wide Web are just two ways of enhancing course instruction. This month, New Media explores these particular approaches based on the experiences of two university faculty teaching in Ontario.

# Using Newsgroups to Enhance Discussion

BY DARREN MEISTER

AN ELECTRONIC NEWSGROUP CAN BE A simple and effective extension ro an educational experience for both students and instructors. What is a course newsgroup? A newsgroup is one type of Internet-based communication that is often compared to an electronic bulletin board. For a course newsgroup, the board is targeted specifically at the students and instructors in that course.

I have used newsgroups for several years at different academic levels, in case and lecture-based courses and have found them

Used effectively, a newsgroup can add a number of benefits to a course.

The primary purpose of a course newsgroup is to enhance the discussion of course material. This is as appropriate for a management course as it is for a class in thermodynamics or advanced human anatomy. Discussion can be extended, initiated, and captured or downloaded for later review.

Although continuity from classroom to newsgroup does not always materialize, useful discussion can flow between the two forums. The newsgroup is a good place to initiate discussions that did not start in class or to summarize points made in the classroom.

The major point is that the instructor must actively participate in the newsgroup discussion. Usually, spontaneous discussion will not happen. However, with some effort, a newsgroup encourages improved dialogue between students and instructors.

A newsgroup is also a convenient place to involve students who avoid classroom participation. For example, some students lack confidence in their speaking ability — these students, however, will often participate in a written forum. In class, they can then be asked to elaborate on the points they made in the newsgroup. Students become less intimidated to participate because they know that their points have some validity and they only have to overcome their speaking fear. In some large courses where class participation was part of the student evaluation scheme, I have considered newsgroup participation.

Another advantage of a newsgroup is that it provides a record of class discussion. This is especially useful in courses where some may be unable to attend classes. It can also be useful for review at the end of the term. I regularly tell students that material for the final exam includes classroom and newsgroup discussion.

This leads to a secondary putpose of a newsgroup: to distribute course administration information. During the term, an instructor often needs to relate information such as required readings, lab locations and course outline amendments. Blackboard

or oral announcements do not last and are often neither heard not noticed. Further, students ask questions in class for which all students eventually will want the answer. By posting the question and answer in a newsgroup, a definitive answer can be provided to everyone.

In addition to improving communication between students and instructors, newsgroups offer other benefits. If the instructor needs to be away during the teaching term, the newsgroup provides a relatively easy way to maintain communication. It creates a virtual office that runs seven days a week, 24 hours a day. In practice, I have found it important to remind students at the start of the term that I cannot be expected to reply from my virtual office instantaneously all the rine.

If good use is made of the electronic newsgroup for course administration and the more simple questions, traditional face-toface office time can then focus on in-depth understanding of issues.

In order to realize the benefits of electronic newsgroups, some extra effort is required on the part of the instructor. This comes primarily in the form of time. The technology is not difficult to master — it is probably easier than mastering simple word processing commands. However, students will expect the instructor to monitor the newsgroup, contribute to the discussion, and respond to e-mail. To be effective, logging on once or twice a week would not be enough. Daily log on is most likely required.

Some instructors might also find a newsgroup to be a rather frustrating communications medium. It is well suited to the written word only. For example, pictures are not easy to transmit without additional technology. For graphical information, a web page is better suited.

Another limitation is that a newsgroup is an example of "pull" technology — a student must request the information by deliverately signing on to the newsgroup. The instructor cannot be sure that every student has read a posted message. In this vein, a newsgroup posting does not teplace a notice on the classroom door moving a lecture.

While newsgroups have significant benefits on their own that easily make the effort worthwhile, their largest benefit to instructional quality may be longer term. A newsgroup allows both instructors and students to begin to take advantage of technology to extend and enhance the educational experience. A newsgroup is relatively easy to use, requiring little financial investment ro fully realize its capabilities. Once newsgroup capabilities have been explored and mastered, the introduction of other technology-based supplements is easier and likely more effective.

(Darren Meister is an assistant professor in the School of Business at Queen's University.)

# The Internet & Teaching History

BY GILBERT STELTER

AN THE NEW TECHNOLOGY OF THE Internet enhance the way we teach univetsity history courses? Or does it actually reduce the personal contact between faculty and student and even threaten the very existence of the faculty member in the traditional sense? I certainly had questions of this sort when I began to experiment with the Internet in my fourth-year Canadian urban history course in the Fall of 1995 and when I first gave the course last winter. There were no relevant models to follow, at least as far as I know. I discovered that it takes an enormous amount of time and effort to produce a course in this manner. In this case, two graduate assistants, Richard Gorrie and James Calnan, introduced me to the mysteries of the World Wide Web and were central to the conception and construction of the website. My department and the University's Teaching Support Services offered moral and financial support. The results, which are continuously being revised, can be seen ar http://www. uoguelph.ca/history/urban.html.

I should emphasize that this website is designed to supplement a seminar course which meets once a week. It is not the course by itself, as in a distance education course. The point is that I still meet the class once a week; the difference is in what we do in class and what they do out of class. I don't lecture because I have provided the format and data for each week's topic on the Internet, and class time is spend on discussions and on short student presentations.

As the title of the coutse indicates, 'Reading a Community: Urban History at the Local Level" is an attempt to apply urban history concepts to a local study; in this case we use Guelph, Ontario, for the student research projects. There are three parts to the website: first, a course manual of about 150 pages, divided into twelve weekly modules on themes in urban history such as "Cultural Perceptions of Urbanism" and "The Victorian House and Garden"; second, a collection of online resources including some of my published articles on Guelph, and a large international bibliography I compiled; and third, a workshop, or virtual atelier, which includes student presentations in outline form, weekly workshops on the technology involved in using HTML — the markup language of the Web-informal discussion groups for students, and the mentor section, a list of nine urban specialists from around the world who agreed to assist one or more students in their areas of expertise.

An obvious question is, "what does this do for students that can't be done by the more traditional methods such as putting materials on teserve in the library?" If this involved only posting one's lectures and articles on the Internet, there would be little point to going to this much trouble, even if

the lectures can be illustrated with my cherished slides. We have only begun to understand some of the possibilities, but we can now see how the system allows the students a higher level of interaction with me, with each other, and with authorities in the field. Two examples might give some idea of the nature of some of these connections. First, at various points in the modules we have built in links to relevant discussions currently taking place on the list H-Urban, where spirited arguments are going on about the nature of suburbanization, and about the validity of post-modern concepts in urban history. Second, students correspond via e-mail with assigned mentors whose work relates to their research projects. By using the Internet, the mentors could keep in contact with what we were doing. Some of those who helped out in this way this past winter were David Hamer, Victoria at Wellington, N.Z., on the concept of the urban frontier, Bob Morris of Edinburgh, on class disrinctions; John Taylor, Carleton, on society and politics; Richard Harris, McMasrer, on suburbanization and housing; Graeme Davison of Monash in Melbourne on late Victorian culture; and Susan Buggey of Parks Canada on landscape and gardening.

The students have been very positive about the course and its manner of delivery, even though very few of them had any prior experience with the Web. Their evaluations have guided our planning for additional features, such as more organized online discussion groups on related topics like the Megacity proposals for Toronto, or perceptions of cities in movies. We will also add audio and video tapes of interviews with local builders and community organizers. As most of the students produced their research essays for viewing online, we are looking into the whole question of adding these projects to the website.

Compared to those in other disciplines, we have been relatively slow in coming to grips with the new information age technology. One of my concerns is that we use this technology to serve our intellectual purposes, rather than allowing it to shape what we do. Certainly it will force us to work out our objectives more clearly than we have in the past. An even greater concern posed by this technology, it seems to me, is the possibility that cash-starved institutions could use it to present standardized; pre-packaged courses with little or no local involvement or input from faculty, and, of course, little or no intetaction with students. Quite frankly, my course is so designed that it tequires an informed instructor (me). I think the technology itself is neither good nor bad. It depends on what we do with it.

(Gilbert Stelter is in the Department of History at the University of Guelph.)

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## AWARDS OF MERIT

#### 1997 3M Teaching Fellowships

One hundred and twenty Canadian university educators, representing 34 different universities have been recognized by this award since its inception in 1986. The Fellowship includes teachers of veterinary medicine, engineering, business, humanities, agriculture, the social sciences, medicine, the sciences, nursing, education, law and dentistry. The award is given to individuals who not only excel in the teaching of their own courses but also demonstrate an exceptionally high degree of leadership and commitment to the improvement of university teaching across disciplines. This year, a total of 65 nominations were received from 31 Canadian universities, and the 1997 recipients are:

Stephen Brown (English Literature, Trent University)
Metedith Cherland (Faculty of Education, University of Regina)
Aviva Freedman (Linguistics and Applied Language Studies,

Guy Gaudreau (Département d'bistoire, Université Laurentieuwe)
Thomas MacRae (Biology, Dalhousse University)
Anthony Martini (Division of Teather Preparation,

University of Calgary)

Anne Naeth (Reunwidt Resouries, University of Alberta)

André Ségal (Départeurent d'histoure, Université Laval)

Donald Trum (Applied Malbeniaties, University of Mamitoba)

Donald Westwood (Architetture, Carleton University)

Awarded by 3M Canada and the Society for Teaching and Leatning in Higher Education.

## 1997 CCNP Awards

Dt. Nicholas Barden is the recepient of the 1997 Canadian College of Neuropsychopharmacology (CCNP) Heinz Lehmann Award. Dr. Barden is currently a Professor in the Department of Physiology at Laval University and Director of the Neuroscience Research Unit at Le Centre Hospitalier de l'Univesité Laval in Quebec City, Quebec. This award is designed to recognize outstanding research achievements by Canadian scientists in the field of neuropsychopharmacology. The award, donated by Hoffmann-La Roche Limited, consists of \$5,000 and an engraved plaque.

Dt. William G. Honer is the recipient of the 1997 CCNP Young Investigator Award. Dr. Honer is currently an Associate Professor in the Department of Psychiatry at the University of British Columbia. This award is designed to recognize achievements by young Canadian investigators in the field of neuropsychopharmacology. The award, donated by Bristol-Myers Squibb Pharmaceutical Group, consists of a \$2,500 bursary, a \$2,000 research grant and an engraved plaque.

Dr. Jacques Bradwejn, is the recipient of the 1997 CCNP Innovations in Neuropsychopharmacology Award. Dr. Bradwejn is cutrently Head of the Psychobiology and Clinical Trials Research Unit in Anxiety at the Clarke Institute of Psychiatry and a Professor in the Department of Psychiatry at the University of Toronto in Toronto, Ontario. This award is designed to recognize outstanding research innovations in the basic or clinical fields of neuropsychopharmacology. The award, donated by Janssen Research Foundation — Janssen Pharmaceutica, consists of \$5,000 and an engraved plaque.

Dr. Glen Baker is the recipient of the 1997 CCNP Medal. Dr. Baker is currently Co-Director of the Neurochemical Reseatch Unit at the University of Alberta and Professor in the Department of Psychiatry at the University of Alberta in Edmonton, Alberta. This award is designed to honout individuals for a meritorious careet in, and outstanding contribution to, neuropsychopharmacology in Canada as evidenced by their activities in education, administration and/or patient care. The award consists of a bronze medal engraved with the name of the recipient.

Academics are often honoured for their achievements and contributions in teaching and research. This column reports on provincial, national and international awards of metri, honours, fellowships and prizes awarded to Canadian university academic staff.

## Tech BC: une menace à la liberté universitiaire

SUITE DE LA PAGE I

tions de professeurs de tout le Canada et aux professeurs des universités étrangètes de ne pas accepter de poste universitaire ou administratif à la Technical University of Brutish Columbia tant que son mode de direction ne prévoira pas de conseil d'université ou l'équivalent et tant que les menaces à la liberté universitaire pour les tirulaires de poste d'enseignement dans cet établissement ne seront éliminées de son cadre législatifs.

Lors d'une entrevue, le président de l'ACPPU, Bill Bruncau, a déclaté qu'il n'existait pas de liberté universitaire à la Tech BC. «La loi est assez explicite à cet égard. Les professeurs de cet établissement devront s'incliner devant le conseil d'administration pour tecevoir l'approbation de leuts projets de recherche.»

M. Bruneau fait référence à l'alinéa 8(2)(a) du projet de loi 30 qui exige du conseil d'administration d'approuver les programmes stratégiques ainsi que les otientations et les politiques de rechetche, notamment le programme pédagogique et les ptiorités de techetche, les objectifs du programme er les résultats d'apprentisage souhaités.

«Le projet de loi laisse entre les mains d'un conseil d'administration composé de non-spécialistes le contrôle de détails subtils de l'enseignement et de la recherche dans les domaines techniques», a déclaré M. Bruneau. «C'est vraiment stupéfiant.»

De plus, le ministre a annoncé que la permanence n'existerait pas á la nouvelle université.

Selon Donald Savage, ditecteur général de l'ACPPU, la permanence garantit aux professeurs la libetté d'expression, le dtoit de critiquer publiquement à l'intérieur et à l'extérieur de l'université et de mener des recherches indépendantes sans craindre les représailles. Ils ne peuvent être congédiés que pour des motifs justifiés. «Il est incroyable, a-t-il déclaré, qu'un ministre néodémocrare dirige l'attaque contre la libre expression dans le milieu universitaire en emptuntant l'idéologie de la droite».

Paul Ramsey, le ministre de l'éducation, a été étrangement silencieux dans ce dossier, n'offrant ses seuls commentaires substantiels que dans une lettre datée du 8 juillet.

«Je dois admettre que le contenu de votre lettre et les mesures que vous semblez défendre m'inquiètent et me déçoivent», a-t-il écrit. «J'espérais une réaction plus progressiste.»

M. Ramsey défend le projet de loi et la mission de la Tech BC tournée vers le «développement économique» en invoquant l'his-

toire de l'enseignement postsecondaire en Colombie-Britannique qui a toujours grandi grâce á la diversification.

«Aucun établissement d'enseignement ne peut répondre aux besoins divers et en évolution de la société», a-t-il écrit dans sa lettre. «La Technical University of British Columbia (Tech BC) sera unique parce qu'elle vise à jouer un rôle unique dans notre système.»

Les instructeurs des colléges et des instituts de la Colombie-Britannique ne sont pas heureux de ce nouvel établissement. Dans une lettre datée du 26 juin et adressée au ministre Ramsey, le ptésident de la College Institute Educators' Association of B.C. (CIEA), Ed Lavalle, s'est demandé si on utilisait efficacement les fonds limités de l'enseignement postsecondaire en créant la Tech BC.

«Le budget de 2,8 million de dollars annoncé récemment pour la Technical University financerait 450 des 500 étudiants à temps plein de notre systéme actuel d'enseignement postsecondaire», a écrit Lavalle.

Lavalle a également fait une mise en gatde contre le dédoublement des programmes actuels et s'est demandé si la Tech BC étair la bonne solution pour la vallée du Fraser où le campus sera situé.

«Si Tech BC vise á servir la vallée du Fraser, les chances de succès sont peu probables quant au projet dans sa forme actuellen, a écrit Lavalle. «Dans ce cas-ci, construite une université qui devra composet avec de faibles taux de participation, c'est comme construire un «penthouse» sans se préoccuper d'étiger les fondations.»

Lavalle a demandé au ministre Ramsey de créet une commission d'examen indépendante qui se penchera sur des solutions de rechange à la Tech BC.

«La nomination d'une personne pour étudier le dossier petmettra au gouvernement d'examiner différentes orientations et d'assuret, par le fait même, aux habitants de la vallée du Fraser les services dont ils ont besoin», a écrit Lavalle.

L'ACPPU, la CUFA/BC, l'Advanced Education Council of B.C. (qui représente les conseils d'administrations et les présidents des collèges et des instituts) et la Fédération canadienne des étudiantes et étudiants (section de la Colombie-Britannique) ont approuvé la proposition de la CIEA

Le ministre Ramsey et Ron Dickson, le ptésident du conseil d'administration par intérim de la Tech BC, ont publiquement rejeté le boycottage de l'établissement d'enseignement par les professeurs.

M. Dickson a déclaré dans un article paru le 15 août dans le

Vauconver Suu qu'il ne pensait pas que la campagne de dénigrement aurait une forte influence. «Nous espérons recruter des professeurs fort respectés.»

Toutefois, dans une lettre du 2 juillet et adressée à M. Bruneau, M. Dickson tenait un tout autre discours : «Nous sommes sincérement préoccupés par le fait qu'une association aussi importante que la vôtre, qui défend depuis longtemps le rôle unique et particuliet des universités dans notte société, s'inquiéte de nos efforts pout mettre sur pied un établissement unique et innovateur.»

«Parce que nous nous ptéoccupons, bien entendu, de l'opposition de votre association, qui est mondialement respectée, nous aimetions savoir où vous en êtes dans vos délibérations (...) Nous espérons que nos deux organisations pourtont encore avoir une relation de travail cordiale et coopétative.»

«Malheureusement, Dickson n'a pas répondu à notre offre d'accompagner le conseil d'administration de la Tech BC pour demander au gouvernement de modifier le projet de loi avant l'étape de la 3<sup>e</sup> lecture», a déclaré M. Bruneau. «Je continue d'espèrer que le conseil d'administration soit intéressé à une collaboration».

Un éditorial paru dans l'édition du 30 juillet du Vancouver Sur demande aux détracteurs de la Tech BC de faire preuve d'ouverture devant l'arrivée de cette nouvelle université. Toutefois, un éditorial patu le même jour dans le Surrey Leader reconnaît les objections de l'ACPPU et de la CUIFA/BC.

D'après l'éditorial, le conseil d'administration, qui sera omnipotent mais qui ne sera pas nècessairement composé de spécialistes de l'éducation, pourrait orienter la recherche en fonction des intérêts de l'entreprise plutôt qu'en fonction des besoins de la société. Les professeurs poutraient avoir les mains liées à cause des sociétés profiteuses. Les étudiants pourraient être formés pour satisfaire les souhaits des employeurs, ce qui ne serait pas dans leur meilleur intérêt.

«Inexcusablement, le gouvernement voyait venit cette nouvelle depuis des mois mais il a choisi de fetmer les yeux (...) Les députés locaux ont plutôt passé leur temps à se disputer sur l'emplacement (Cloverdale contre Whalley) alors que ce problème fondamental pourrissait», a conclu l'éditorial.

(Robert Clift est directeur général de la CUFA/BC)

Pour des renseignements supplémentaires, consultez le sire W3 sur le boycortage de la Tech BC: http://cufabc. harbour.sfu.ca/tubc/index.html

## Communications Decency Act Violates First Amendment

A June 26th United States Supreme Court decision marks the court's first dip into the unknown legal waters of the Internet and, at the same time, raises questions for Canadians surfing the Net.

BY MATTHEW KERBY

N JUNE 26, THE UNITED States Supreme Court took its first dip into the unknown legal waters of the Internet. The court ruled 7-2 to uphold a 1996 decision by a federal court in Philadelphia which deemed that the federal Communications Decency Act violated the first amendment.

This Act was a last minute addition to the 1996 Telecommunications Act passed by the US Congress. It restricted the free access and transmission of information on the Internet under the guise of protecting children from sexually explicit material.

The legislators chose vague wording such as "indecent" and "offensive" rather than "obscene," over which there has been much litigation involving print and other media. At the time, it was suggested that some legislators supported the Act while expecting and hoping that it wold be struck down by the

The Supreme Court viewed the legislation as too broad and vague and that it restricted material that was constitutionally protected for adults. Under the Act, the transmission of "indecent material" over the Internet to minors was punishable by two years in prison and a \$250,000 fine. The legislation cited indecency and material that "depicts or describes, in terms patently offensive as measured by contemporary community standards, sexual or excretory activities or organs" as cause for restriction. Yet ir provided no precise definition of any

"The vagueness of such a regulation taises special first amendment concerns because of its obvious chilling effect on free speech," Justice John Paul Stevens wrote in his opinion. "As a matter of constitutional tradition...we presume thar government regulation of the content of speech is more likely to interfere with the free exchange of ideas than to encourage it."

Justice Susan Day O'Connor and Chief Justice William Rehnquist wrote in their dissent that they believed the Act did not hinder first amendment guarantees on the grounds that it attempted to create adult "zones" on the Internet, which outside cyberspace do not contravene the Constitution.

"... the constitutionality of the CDA as a zoning law hinges on the extent to which it substantially interferes with the First Amendment rights of adults,"

Justice O'Connor wrote. "Because the rights of adults are infringed only by the "display" provision and by the "indecency transmission" and "specific person" provisions as applied to communications involving more than one adult, I would invalidate the CDA only to that extent.

"Insofar as the "indecency transmission" and "specific person" provisions prohibit the use of indecent speech in communications between an adult and one or more minors, however, they can and should be sustained."

The American Association of University Professors agreed with the Court's conclusion that freedom of expression outweighs the benefits of censorship. "The Supreme Court's decision will allow faculty members and students to continue to explore creative uses of the Internet for teaching and research," AAUP Associate Counsel Jonathan Alger said in press release. "Although technology may be relatively new, the types of ideas conveyed through it, and the objections raised to such expression, are nor."

The Supreme Court decision was anticipated by a federal district court in New York which blocked New York State from enforcing its own version of the Communications Decency Act on June 20. The 1996 law, challenged by the American Civil Liberties Union and the American Library Association, would have brought with it a jail term of up to four years for communicating "indecent" words

Although the Supreme Court decision is an immediate victory for free speech advocates such as the Electronic Frontier Foundation and the American Civil Liberties Union, it is unlikely that the Communication Decency Act's supporters will accept defeat lying down. While organizations like Family Research Council still favor some kind of government regulation of the Internet, it is more likely that they will have to work with government and industry to develop more versarile family-oriented Internet

monitoring devices.

Alteady President Clinton has stated that he approves of the development of some kind of Internet V-Chip to block material that consumers don't want to see. Also, Democratic Senator Patty Murray has drafted a bill which she hopes will further encourage parents to monitor what their children access online as well as provide industry with incentives to develop a ratings system for the Internet.

However, the fundamentalist lobby will likely press for further legislation which in turn will lead to more litigation.

For example, On May 8, the American Civil Liberties Union filed a challenge to a Virginia law that bans state employees from viewing "sexually explicit" material online. The lawsuit was filed on behalf of six Virginian university professors who contend that the law restricts freedom of speech by obliging professors and other stare employees who wish to download, post, transmit or store sexually explicit material on their computers to first ask for approval in writing from agency, department, faculty or administrative supervisors. Literary web sites that may be forbidden to state employees in Virginia include the English Poetry Full Text Database as well as web sites that contain certain works by Tennyson, D.H. Lawrence, Walt Whiteman and Allen Ginsburg.

The current Internet debate also raises interesting questions on an global level. Will measures taken by the US government and the American computer industry also restrict access to information in countries other than the United States by virtue of the technology they use?

Pet capita, Canadians are the most "interner-worked" people on the planer, yet we are also highly dependent on American developed web browsers such as Netscape Navigator and Microsoft Internet Explorer to communicate and maneuver around the Internet.

Will Canadian minors be subjected to the same restrictions as American minors? What about Canadian adults who surf the net? Will they too be obliged to comply with extraterritorial rules and standards in a realm which knows no territory? How will these standards be enforced? Will they apply only to Internet sites based in the United States or can Internet sites which distribute pornography to minors in Europe or Asia, or even Canada, be prosecuted, and if so by whom?

Finally, what will the Canadian courts say when faced with issues similat to those before the US Supreme Court?

(Matthew Kerby is a graduate student at the Norman Paterson School of International Affairs, Carleton University.)

The US Supreme Court Decision can be found at http://www.ach.org/court/renovaclude.htm.The 1906 Telecommunications Act can be found at http://www.fcc.gov.The American Civil Libertes Union web page can be found at http://www.ach.org.

## CAUT Appoints Acting Executive Director for '97-98

AUT'S EXECUTIVE COMmitree has appointed Dr. Claude Dionne, professor of marketing in the Faculté d'administration at the Université de Moneton, as Acting Executive Director of the Association for the period September I, 1997 to August 31, 1998.

Members and friends of CAUT will know that Dr. Donald Savage rerired from the post of Executive Director, effective August 31 of this year. The search for a new Executive Director is continuing, and the Executive Committee agreed it was essential to fill the office of Executive Director on a temporary basis. We are delighted that Dr. Dionne is able to take up this work for the coming year.

Dt. Dionne has taught at Moncton since 1974, occupying several teaching posts, and serving at various times as associate dean, Director of Continuing Education, and head of the department of business administration. His graduate education includes degrees in France and in Canada (Ph.D., Ottawa), and his research interests concern not only the skills of ad-



Claude Dionne appointed as Acting Executive Director

ministration in business, but also the social responsibilities of enterprise.

Dr. Dionne has setved on CAUT's Executive Committee over the past seven years, and on the Executive of his own faculty association for nine years. He understands CAUT and its national and regional characteristics particularly well

We're delighted to welcome him back. ■

Conduct for Research Involving Humans

## Final Consultation Process Underway

THE SOCIAL SCIENCES AND Humanities Research Council (SSHRC), the Medical Research Council (MRC) and the Natural Sciences and Engineering Research Council (NSERC) have received the final report of the Tri-Council Working Group on ethical conduct for research involving lumans.

The three councils will conduct a final consultation process before adopting a formal policy statement concerning ethical conduct, in early 1998.

The Humanities and Social Sciences Federation has agreed to facilitate on behalf of SSHRC a consultation of the social sciences and humanities research community on the final document.

The Code of Ethical Conduct for Research Involving Humans is posted on the MRC Web site and hot links have been established from the SSHRC and NSERC sites to the document so that everybody can access and down load it: MRC: www.mrc.hwc.ca; SSHRC: www.sshrc.ca; NSERC: www.nserc.

ca; HSSFC: www.hssfc.ca (under the entry General Interest).

The Federation will facilitate five regional consultation meetings during September and October in the following universities:

UBC Sept. 16
Regina Sept. 17
Toronto Sepr. 25
Montréal °
Dalhousie Oct. 27

Information on the rime and location will be provided on the Federation's Web site under General Interest as soon as available.

We would encourage you to inform your colleagues and faculty in your university who would be interested in attending this consultation meeting.

 The dare for the consultation meeting at the Université de Montréal was not available at press time. Please check the HSSFC web sire for current details.

Source: www.hssfc.ca

Background: CAUT Bulletin reports September 1996 & January 1997.

Bulletin Circulation Chailaddress of the Month

Mazz@caut.ca



## BOOKSHELF . LE COIN DES LIVRES

## How to Succeed in Business Schools

Scaling the Ivory Tower: Stories from Women in Business School Faculties

Dianne Cyr and Blaize Horner Reich (eds.), Greenwood Publishing Group Inc., 224 pp.; paperback \$19.95 US; bardcover \$55.00 US.

BY JENNIFER MATHER University of Lethbridge

BECAUSE ACADEMICS TEND TO be an individualistic lot, accounts such as this one about how to succeed in what we do are few and far between, Only seldom does an author such as McKeachie write on tips for teaching or Boyce on how to enjoy a successful academic

Yet much of constructing a career in university is outside the confines of intelligence and teaching ability. It is this third dimension, the social forces which shape successful academics, that the editors of this book attempt to uncover, and in a different way. Instead of advising us, they asked nine women

to describe their careers, to tell their stories. With the stories in front of them the editors look for threads to distinguish patterns in those who succeed as women in business schools.

The nine women have been chosen from three levels of experience, what the editors call earlycareer, mid-career and leaders in their field. After each section there is a summary of what we can learn from these three accounts. For instance, they stress themes of personal mastery, support systems and the 'female dilemma' in the early career women. After summarizing the stories of mid-career women they add the theme of 'serendipity'; some good things happen just by chance, and this theme looms larger with the later-career women. Over all they marshall a 'how-to-succeed' lesson through the stories of these women who have done so.

What comes through clearly in the accounts that these women give is that they are impressive people. All seem blazingly intelligent, all

have a real drive not only to succeed but to do so on their own terms, to master not only the narrow tasks needed to hold their position but any and every intellectual challenge that can be offered to them. In addition, they have clearly worked very hard at whatever needed to be done, and have struggled with varying degrees of success to manage both the demands of an academic career and the commitment of marriage and family. In the end it's a little bit exhausting to read their

Something that is not in the book, that limits the perspective that one takes away from it, is a background or context. These are all women in a time and place where women are unusual. How do their careers compare to those of the men around them? There's no evidence that their gender had more than a passing influence on their success, but no way to know. Perhaps this is just a book on how to succeed in Business Schools. Similarly, how do their decisions and commitments com-

pare to those of the women around them who didn't succeed? While we have been offered a picture, we are lacking the frame.

Stories from

Voměn in

Business

School

*Faculties* 

DIANNE CYR

BLAIZE HORNER REIGH

One theme that rhe editors derive from these stories is a very interesting one, that the "path to success" of these women was far from the linear one that is regarded as standard. Only one of the nine went through the progression from undergraduate to graduate training, straight into an academ-

ic position, attaining tenure and advancement on schedule. Several started later in life, several others went from business experience in and our of academia. This is probably a common theme for women faculty in many areas, and with the oversupply of people for academic positions it may be

a common theme for many more of us in the future. Thus their experiences offer an important lesson that, in the words of one, "a ratio-

nally planned career...is part

of a heroic male myth that is rarely realized by anyone." In our modern downsizing, exploitative and stressful university workplace, perhaps their accounts of balance of priorities, opportunism and flexibility offer all of us lessons on how to succeed in this career.

Gennifer Mather is with the Department of Psychology at the University of Lethbridge and is a member of CAUT's Status of Women Committee.)

Professor Alan Andrews (Dalhousse) is the Bookshelf page editor; facsunile: (613) 820-2417; e-mail: andrews@is.dal.ca.

{But no space on the flight!}



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OCTOBER 30 - NOVEMBER 1 1997 STATUS & GOVERNANCE
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Contact Nancy Gordon for complete registration details. E-Mail: ngordon@caut.ca; Tel: 613.820.2270; Fax: 613.820.7244

# CLASSIFIEDS ANNONCES CLASSÉES

ACCOUNTING

WINEASTY DF WINDSOM — The Faculty of Business Administration of the University of Windsor invites applications for a full-time. Secondary of the Control of the

research interests, teaching evaluations, if available, and airange to have three letters of a feri-ance towards describ too. Its non-Solomon, in the control of the contr

directed to Canidan orders and permants-credents of Canada AP — The Faculty of Nanagement of the University of Calgary invites applications for positions at all freels in the area of Laston, auditing, financial and managemal accounting. The Faculty of Manage-caccounting over the next two years, subject to budget approval. Candidates should have a Pho O DBA with a major in Accounting ABOs in advanced discretation stage will be considered. Research and publication requirements will be commensurate with rank upon appointment.

Research Scientist

Cross Cancer Institute, Edmonton, Alberta

Applications are invited for a joint position as Research Scientist in Experimental Oncology at the Cross Cancer Institute and Assistant or Associate Professor in the Department of Oncology at the University of Alberta. The Cross Cancer Institute (CCI), operated by the Alberta Cancer Board, and affiliated with the University of Alberta, is the comprehensive cancer treatment and research facility serving Edmonton and Northern Alberta. Academic staff of the CCI are members of the Department of Oncology in the Faculty of Medicine at the University of Alberta. The Department of Oncology consists of more than 80 members and has six Divisions: Experimental Oncology, Medical Oncology, Medical Physics, Palliative Medicine, Radiation Oncology, and Surgical Oncology.

Consists of induct and to literalize said has six Divisions: Sperimental Ortology, Medical Physics, Pallialive Medicine, Radiation Ortology, and Surgical Oncology.

Current research areas in Experimental Oncology include DNA damage and repair, growth as pread of malignancies, tissue injury, gene regulation in neoplasia, tumor suppressor genes, and membrane transporters. Active translational research programs are in neuro-oncology, pediatric oncology, breast cancer, prostate cancer, hematologic malignancies, and gynecologic malignancies. Further information on the research programs of Experimental Oncology can be found at the Department of Oncology's website (http://www.ualberta.eu/~oncology). Applicants require a Ph.D. and/or M.D. and must have an established research program, or have demonstrated outstanding potential to develop a research program, in cellular and molecular biology in an area related to cancer. Areas of particular interest are cell adhesion, migration and metastasis, membrane and protein trafficking, cell cycle, gene expression, tumor suppressor genes or signal transduction. Individuals with expertise in cellular imaging technologies, gene targeting procedures or protein biochemistry are especially encouraged to apply. The successful candidate will be guaranteed three years of salary support, during which time he/she will be expected to obtain career and establishment funding from provincial and/or national agencies. Remuneration will be based on qualifications and 75% of time will be protected for research activities. Laboratory and office space will be in the new 40,000 ft research wing of the Cross Cancer Institute with access to excellent multiuser facilities, including facilities for flow cytometry, confocoal and video imaging microscopy, electron microscopy, automated DNA sequencing, protein isolation, recombinant DNA technology, and small animal experimentation.

In accordance with Canadian Immigration requirements, priority will be given to Canadian

isolation, recombinant DNA technology, and small animal experimentation. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada although others are encouraged to apply. The Cross Cancer Institute is a smoke-free workplace. Applicants should submit their curriculum vitae, a synopsis of previous and proposed research and a list of there referees by October 15, 1997 to: Experimental Oncology Search Committee, c/o Dr. Carol E. Cass, Chair of Oncology & Associate Director (Research), Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta, T6G 122.

We thank all applicants for their interest, however, only those selected for interviews will be contacted.

Starting date will be determined by mutual agreement. The Faculty of Management, an agreement. The Faculty of Management, as a faculty of the Management, as a faculty of the Management, as a faculty of the Management, priority with Be given to Caradon chizers and permanent residents of Canado. The University of Management of Management of Management of Management of Management of Management, particular of Management, The University of Col. Sign. 1250 University Office NAW. Call Sign. 2500 University Office NAW. Call Sign. 2500 University Office NAW. Call Sign. 2500 University Office NAW.

## AGRICULTURAL ECONOMICS

UNIVERSITY OF GUERN — Department of Agricultural Economics and Business, finan-cial Management. This is a base gas a census of cial Management in the second and manage-ment accounting. The incumbent will test underguishance course in the Monam degree and guidute course and guidute course and guidute course and guidute and guidute

UNIVERSITY OF TORONTO — Title of Position: Assistant Professor, tenure stream. Qualifications Required: PhD required with demonstrated theo-retical strength in Social/Cultural anthropology and a date committee the committee of neounce PRD Lequired with demonstrated theo-tical strength in Social/Cutural antiopology and a deep commitment to etholography, see aich and teathing. Finded or specialization open-terating and supervision, research and admini-trative dutes, Consess include but are not limited to: Introduction / Arthropology, and Introduction to Social-Cutural Antiopology, salidy Officed. Commercial are with Qualifications. At least Gebward & Baroning, Acting Oral, Ogerament of Arthropology, University of Toronto, 100 St. George Street, Toronto, Ontaine, MSS 2GI. Please include a currentlum vitee and the market, address, telephone and first numbers of three streets of the streets of the streets of the 1988. Corang Date for Recept of Applications between the streets and permanent as-directed for Canadian Citizens and permanent as-directed for Canadian Citizens and permanent services as the streets of the streets of the facility of the streets of the streets of the Employment Egyiny Policy, the University of Torontor recovings applications from price solongial peoples and permanent and solongial solongial peoples and solongial peoples and solongial solongial peoples and solongial solo

ARCHITECTURE

THE UNIVERSITY OF BRITISH COLUMBIA—
School of Architecture, invites applications for two diallenging tenue track assistant polessor, and the polessor of the politicism of the pol

The University of Manitoba



## DEAN FACULTY OF MEDICINE

The University of Manitoba invites applications and nominations for the position of Oean, Faculty of Medicine. The Dean is the senior academic and administrative officer of a large Faculty which has major teaching, research and service responsibilities. The Dean is expected to provide leadership in medical and health sciences within the University and externally with respect to government and professional organizations.

The Faculty consists of: 21 departments; 117 basic science and 335 clinical full-time academic staff; 122 postdoctoral fellows and research associates, 335 support staff; 284 undergraduate students, 277 graduate students, and 363 postgraduate residents. The School of Medical Rehabilitation reports through the Faculty of Medician.

Renabilitation reports involunt fire activity of Medicing leadership qualities and proven organizational and interpersonal skills. The successful candidate will have an established record of and commitment to schold participly activity in the medical and health sciences. The Gean should have a clear understanding of major health policy issues and health care delivery in Manitoba and Canada and will be expected to play a leading role in fostering innovations in health care delivery, medical and health education, and research. The successful candidate must be eligible for licensure in the Province of Manitoba.

The University of Manitoba encourages applications from qualitied women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

The effective date of appointment is July 1, 1998 and is normally for a The effective date of appointment is July 1, 1998 and is normally for a term of five years. Applications (including a curriculum witae and the names of three referees) or nominations will be received until October 17, 1997 and should be sent to 10, 1.5. Gardner, Vice-President (Aca-demic) and Provost, Chalir, Advisory Committee for the Dean of Medicine, Room 202 Administration Building. The University of Manitoba, Winnipeg, Manitoba, R31 2N2. Fax: (204) 261-1318.

## **CHAIR** Department of Agricultural Economics & Business Ontario Agricultural College

Applications are invited for the position of Chair, Department of Agricultural Economics and Business, Ontario Agricultural College (OAC), the University of Guelph. The position is available January 1, 1998

The department is one of ten academic units within the OAC. The 17 member faculty has excellent working relations in terms of education, research and extension programs with other departments in the OAC and departments in other colleges, including Fenomers. Consumer Studies, Froed and Food Administration and Population Medicine (Epidemiology). In 1994/1995, the department received over \$11 million in research grants and contracts from Provincial, Federal and International Governments and from private organizations such as trade and commodity associations and marketing boards.

The department offers undergraduate majors in four degree programs, the BComm, B.Sc. (Agr.), B.Sc. (Env) and B.A. and has substantial teaching responsibilities in all business related-programs on campus. The department has graduate programs at the MSc. and Ph.D. levels in production economics, agricultural marketing, natural resource economics, international economics and agricultural policy. The department also offers an MBA in agriculous business management, and a collaborative Ph.D. program in Resource and Environmental Economics with the Economics department.

The preferred candidate will hold a Ph.D. in Agricultural Economics, Economics and/or Business Administration, have vision and strong, demonstrated leadership qualities. The candidate will have demonstrated interests in agricultural economics, resource economics and business management. The responsibilities of the position will include assisting faculty in developing and generating support for the department's educational and research programs.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The appointment is subject to budgetary approval.

Applications will be treated in confidence and should include a curriculum vitae and the names and addresses of three persons who may be contacted as referes Deadline date for applications is October 1, 1997 and should be submitted to Dr. R.J. McLaughlin, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario NIG 2WL

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aborigant Canadians, persons with dissolitities, members of visible minorities and women.



## ASSISTANT PROFESSOR Kinsmen Laboratories Division of Neurological Sciences Department of Psychiatry The University of British Columbia

The University of British Columbia invites applications for a tenure track position in the Division of Neurological Sciences, Department of Psychiatry. Outstanding candidates from all areas of Neuroscienca are encouraged to apply, particularly individuels with expertise in the cellular or molecular bases of neurodegenerative disorders. Candidates must hold a Ph.D and/or an M.D. degree and show clear avidence of a capacity for independent, original research. The Division of Neurological Sciences offers excellent research facilities, Generous start-up funds are available. Salary will be commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian critizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Anlicipated start date is January 1, 1998. Applicants should send a curriculum vitae, itsi of publications, a statement of research interests, and tha names and addresses of three referees by October 31, 1997, to:



Dr. H.C. Fibiger, Head Division of Neurological Sciences Department of Psychiatry University of British Columbia 2255 Wesbrook Mall Vancouver, B.C. V6T 1Z3

INDEX AGRICULTURAL ECONOMICS & BUSINESS ANTHROPOLOGY ARCHITECTURE BIBLIOTHECONOMIE BIOLDGY BUSINESS BUSINESS ADMINISTRATION & COMMERCE RUSINESS & ECDNOMICS CARDIOLOGY **CELL BIDLOGY & ANATOMY** CHEMISTRY CHRISTIAN ETHICS CITY PLANNING CLASSICS CLINICAL STUDIES COMMERCE & BUSINESS ADMINISTRATION COMMUNITY HEALTH & EPIDEMIOLOGY COMPUTER SCIENCE COMPUTING & INFORMATION SYSTEMS COUNSELLING CRIMINOLOGY CROP SCIENCE DENTISTRY **FCONOMICS** EDUCATION ENGINEERING **ENGLISH** ETUDES FRANÇAISE FILM FINANCE FORESTRY FRENCH STUDIES GEOLOGY GERIATRIC MEDICINE GERMANIC LANGUAGES & LITERATURES HISTORY HISTORY & CLASSICS HUMAN BIOLOGY & NUTRITIONAL SCIENCE HUMAN MOLECULAR GENETICS INTERIOR DESIGN INTERNAL MEDICINE INTERNATIONAL DEVELOPMENT STUDIES

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MEDICINE NEUROLOGY NURSING

OBSTETRICS & GYNECOLOGY PATHOLOGY

PHILOSOPHY PHYSICAL & HEALTH EDUCATION

PHYSICS PLANT SCIENCE POLITICAL SCIENCE **PSYCHIATRY** 

**PSYCHDLDGY** RADIOLOGY **RELIGION & SOCIETY** RHEUMATOLOGY

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#### BIOLOGY

DALHOUSE UNIVERSITY — The Department of Blology at Dalhouse University invites applications for two probationary tenure track pou-

storn at the Assistant Professor level effective 1
September 1998. The successful candidates will be expected to develop visporous, externally funded towards programs, participate in departmental teaching, and taxing adduction to the developmental teaching, and taxing adducts to the developmental beology poston that one moderate approaches to address fundamental problems in development. All lest one of the position will be filled by a phratisglab beologist; and thate working with manner organisms are particularly approached. The BloGoy Department used the Manner of the position of the proposition of the position of the position of the proposition of the position of the proposition of the position of the position of the position of the proposition of the position of the po

rent residents.

SAINT MARY'S UNIVERSITY — The Department of Biology at Saint Mary's University invites applications for a tenure track position from January 1, 1998. Applicants should have a

PRD and post discretal experience with histerest that encompass one or more of the following fields: plant systematics and evolution, plant physiology or ecology plant smart elditorchys. Hopping of the plant physiology or ecology plant smart elditorchys. Hopping plant p

will be given to citizens and permanner residents of Canada. The Unwesty of Regna as committed to the principle of employment equity. YORK UNWESTY — Featily of Pure and Applied Science. Department of Biology. The Canada of the

including affirmative action for women faculty, in accordance with Canadian immigration require-ments, this advertisement is directed to Canadian critizens and permanent residents of Canada.

#### BUSINESS

UNIVERSITY DF ALBERTA — Faculty of Business. Applications are sought for two full muc conditioning positions in accounting, effective management of the property of the proper

employment equity. School of Business OQUEN'S UNIVERSITY. School of Business OQUEN'S UNIVERSITY. School of Subress of the following areas: management information the following areas: management information systems; operations/services management. Information systems; operations/services management information and inf

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SMON PRASER UNIVERSITY — The Faculty of Business Administration, Simon Fixer University, most applications for entry level terrule rate applications for entry level terrule rate applications for entry level terrule rate applications for final administration of the properties of the

## Chair and Director of the Erivan K. Haub Program in **Business and the Environment**

The Schulich School of Business (formerly the Faculty of Administrative Studies) at York University in Toronto, Canada, invites applications for a tenure-stream opening for the position of Chair and Director of the Erivan K. Haub Program in Business and the Environment, effective July 1, 1998 or as soon thereafter as the successful candidate is available.

The Haub Program is interdisciplinary in nature, with courses which are cross-listed with those of York's Faculty of Environmental Studies and Osgoode Hall Law School.

Preferred candidates will:

possess a PhD degree

- have university-level teaching experience have undertaken substantial research as demonstrated by extensive publications related to the relationship between business and the environment
- be expected to provide leadership in teaching and research in the area of business and the environment
- teach primarily at the graduate (MBA and MES) and post-graduate (PhD) levels

The deadline for receiving applications is November 28, 1997. However, applicants are encouraged to submit their application at the earliest possible time.

Salary and benefits are competitive. This position is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty.

Please send curriculum vitae to

Professor James Gillies Chair, Search Committee Room 434, SSB Schulich School of Business York University 4700 Keele Street North York, Ontario M3J 1P3 Canada

YORK

## Agricultural & Forest Meteorologist Department of Land Resource Science Ontario Agricultural College

Applications are being accepted for an Assistant Professor (probationary, tenure track) position with responsibilities for both undergraduate and graduate education in agriculture and forest micrometeorology. Specialization in micrometeorological theory and modelling with application to agricultural and/or forest systems is required especially with respect to sources, sinks and diffusion of gases, odours and agricultural chemicals Field experience with micrometeorological measurements is also requires. The agrometeorology Group at the University of Gudph has several field station sites available for micrometeorological research over field crops (unf. and forest surfaces Laboratory) and controlled environment facilities are also available. The Group maintains and develops a suite of instrumentation for measurement of standard meteorological variables, turbulent statistics, and energy and mass fluxes. Interdisciplinary research is encouraged with university colleagues in areas such as soil science, resources management, environmental engineering, erop science and plant protection. In addition to teaching and graduate research in micrometeorology, responsibilities will include some undergraduate teaching in physical and dynamic meteorology.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aborigant Canadians, persons with disabilities, members of visible minorities and women. The appointment is subject to final budget approval.

Curreculum vitae including details of eachemic program, names of three referees, and a list of publications should be sent to Dr. TJ. Gillespie. Chair, Department of Land Resource Science, University of Guelph, Guelph, Ontario, Canada, NIG 2W1.

In accordance with Canadian immigration requirements, priority will be given to Canadian critizens and permanent residents

of Canada

JNIVERSITY &GUELPH

LAKEHEAD



UNIVERSITY

## DEAN OF EDUCATION

Lakehead University is seeking applications and nominations for the position of Dean of the Faculty of Education. Located at the head of the Great Lakes, Lakehead University offers a variety of programs to approximately 6000 fulltime students throughout the Northwestern Ontario region.

The Faculty of Education has 29 full-time faculty members and offers Preservice, Masters of Education, Inservice, Native Teacher Education, and Native Language Instructors' Programs.

The candidate shall have an earned doctoral degree in Education, professional certification and teaching experience in the school system. He/She shall possess a demonstrated record of excellence in teaching and peer-reviewed research and will be expected to lead the Faculty in long-term planning of academic and research programs.

Reporting to the Vice-President (Academic), the Dean is responsible for planning, management and administration of the Faculty and will serve as its spokesperson both inside and outside the University.

This is a five-year renewable term position beginning January 1, 1998 or by agreement. Applications should be accompanied by a detailed curriculum vitae and the names and addresses of at least three referees. Letters of nomination should include biographical details of the person nominated. Applications and nominations should be submitted by October 31, 1997 to:

Dr. John Whitfield Vice-President (Aeademic) Lakehead University 955 Oliver Road Thunder Bay, ON P7B 5E1

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

#### RUSINESS & ECONOMICS

BUSINESS & ECONOMICS

WLFRIO LAURIER UNIVERSITY — The School of Business of Economics at Wilfild Laurier Durwing winds as papication for Uniformity and Decision Sciences are some mening july 1, 1989. Depending on qualifactions and Decision Sciences areas commencing july 1, 1998. Depending on qualifactions and experience, most appointments will be made at the reason of application of the properties of the

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MATRIE (ANNIE INVESTIT — The School of Business and Economics at Wilfind Laurier University with supplications for three tenure-track positions in the Accounting stee commercing July 1, 1928. Depending on qualifications and the standard of the properties of the properties of the properties of appetites sought for these positions are lax, managenal, auditing and/or accounting information systems. Qualifications include The Properties of the School and teaching and teaching potential. The School has targive the tall time fac

ulty in Business, fritten hundred undergrafulates and over two hundred and fifty pairs line and common the business of the pairs of the

CARDIOLOGY

UNIVERSITY OF SASKATCHEWAN — Academic Non-Invasive Cardiologist: The Department of Medicine, College of Medicine, University of Statistics and Cardiology, as a cardemic full time postsion in the Obicsion of Cardiology, as a non-invasive cardiologist, prismally based at a non-invasive cardiologist, prismally based at a non-invasive cardiologist, prismally based at Saskatono Datrict Health). Demonstrated capabilities in technic past or disclosed prismal performs approximately 2,000 adult enboardiography are in cardiolates in required to the FACC certification of the Cardiology, Health and Cardiology, Health approximately 2,000 adult enboardingsraps per in cardiolates in required to the FACC certification of the Cardiology, Health and Cardiology, Health and Cardiology, Health and Cardiology, Health and Leadingsraps and permanent residents of Cardiology, Health and Leadingsraps and Le

#### CELL BIOLOGY & ANATOMY

CELL BIOLOGY & ANATOMY
UNIVERSITY OF ABERTIA — Assistant/Associate Professor: The Department of Cell Biology and Anatomy in the Faschy of Medicine and Oral mines application for a tenure-trap formation and assistant/Associate Professor. We are looking for an individual who will complement our easting strengths in 1) neurobiology, 2) cell signaling, 3) protein trapeling and organiel biologiensis and 4) cell-cell miteractions. Salary range. 539,230 - 569,664 pla, plas comprehensive benefits. Applicants should have proven records of \$69,664 plas plas comprehension for Medical Research. The successful candidate will be expect-

**Associate Dean & Director** 

ed to cairly on an independent resenth program, but will also have the opportunity for collaboration of the Collab

#### CHEMISTRY

UNIVERSITY OF ALBERTA — The Department of Obenistry invites applications for a tenuer text of postonis in Organic Chemistry at the applications for a tenuer text of postonis in Organic Chemistry at the Department seeks candidates with demonstrated ability and outstanding potential for excellence intesching and research. APID in Chemistry or adolery letted area escential and protectional design and outstanding potential for excellence intesching and research. APID in Chemistry which complex texts of the Careful Cashing and september of the Careful Cashing. The research of 31 faculty and 140 graduate students as supported by excellent services, including must spectrometry and high-field MMR Idooratories, supported by excellent services, including must spectrometry and high-field MMR Idooratories, directed to Careful and contracted and careful and increased and increased and increased and proposals by piete carriculum vate and research proposals by continued and increased and

field women and men, members of verbile minori-ties, Aborgianal peoples, and persons with distala-ties. Applications with a full curriculum vitae and the names and address of three relivenses should be forwarded to Dr. Brusell Rodrigo, Chau, Department of Chemistry, Wiffed Laurier Uni-versity, Wastelloo, ON NEU 255 by November 1, 1997. In accordance with Canadium minipation policy, this advertisement is directed to Canadian ortizens and perminent is selents.

EMMANUE COLLEGE — Professor of Christ-lan Ethics. We mitte applications from develop-ing scholars for a full-time, tenure-stream appointment in Churdan Ethics at the Associate Professor level. Dutes and expectations include teaching courses for basic degice students (M.D.M. and M.R.E.) and the credentals to optential to teath courses for and supervise dectoral students. Califications are a Th.D. or #Th.D. with a heavy concentration in Christian Ethics. A detailed description of the positions have alked to request

or on the Internet (http://vcu.uroronto.ca/ gmmanus/findex.htm). In accordance with Cra-dian immigration fequivements that announce-ment is directed to Carudian crizers; or perma-ent residents of Carudian crizers; or perma-ent residents of Carudia, Applications, including a curriculum viste and three letters of relie enex, should be sent to the Char of the Appointments Committee, Emmanuel Gollege, 75 Queen Paul. Cercent, Teorito, Orutio, MS 51 (This deds-crizers). Teorito, Orutio, MS 51 (This deds-blope to make an appointment for July 1, 1998.

#### CITY PLANNING

CITY PLANNING

UNIVERSITY OF MANTICIA — The Department of City Planning invites agilization for twent of City Planning invites agilization for two follatine, tenure tracin portions to be filled on July 1, 1983. One appointment with be at the rank of Assistant Professor and the other will be at the Assistant Professor and the other will be at the Assistant of Assistant Professor and the other will be at the Assistant of Assistant Professor and the other will be at the Assistant Professor which the professor requires 970 on January on a related held and of Assistant Professor which the professor of the Assistant Professor will be at the professor of the Professor appointment it a \$55,000 and for an Associate Professor appointment it a \$55,000 and for an Associate Professor appointment it a \$55,000 and for an Associate Professor appointment it a \$55,000 and for an Associate Professor appointment it a \$55,000 and for an Associate Professor appointment it as \$55,000 and for an Associate Professor appointment it as \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Professor appointment is a \$55,000 and for an Associate Profess

JSS.000. The University of Manifold vectomes denoity in the work above, and entourages applications from qualified women and men, including members of visible minorities, Abosignation peoples and pennos with classifiers. This advertisement a directed to Canadian orbiters and generated researchs. The positions are subject to manner and contains. The positions are subject to make a contract of the position of the properties of the position of t

CLASSICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

— The Department of Classics, Memoral
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University of Newfoundland, 51, 50 hark, Newfoundland, Canada AM CSSF, Fax (109) 373 2135.

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Canadian Cana

#### CLINICAL STUDIES

UNIVERSITY OF GUELPH — Ontario Veterinary College. The Department of Clinical Studies, is

## **CHAIR** Department of Clinical Studies **Ontario Veterinary College**

Internet Address: http://www.ovcnet.uoguelph.ca/Dept.OVC

Applications and nominations are invited for the position of Chair, Department of Clinical Studies, Ontario Veterinary College, Applicants should have a DVM or equivalent, an established scholarly reputation in a discipline compatible with the mission of the Department, have some experience in academic administration, and be devoted to high quality education.

The Ontario Vererinary College is one of the founding colleges of the University of Guelph, a publicly funded institution. It consists of four academic departments (Biomedical Sciences, Clinical Studies Pathobiology and Populatron Medicine) and a Veterinary Teaching Hospital.

Tah Department of Clinical Studies is responsible for professional and specialist education, and research in areas that include aneishisology cardiology, dermatology, large animal medicine and surgery, diagnostic imaging, small animal medicine and surgery, neurology large animal medicine and surgery, neurology and ophthalmology. The Department supports the mandate of the Veterinary Teaching Hospital In addition to course in the DVM program, the department offers a variety of graduate degree and diploma programs. The department has 27 faculty, 11 staff and 19 graduate students. Collaborative activities with other departments and institutions are an important dimension of the Department. The Chair is responsible for fostering academic excellence and for providing leadership. The Chair works collaboratively with other College administrators to further the mission of the College.

Salary and rank will depend on qualifications and experience. Applications should be accompanied by a detailed curriculum vitae and names of at least three referees. Letters of nomination should include biographical details of the nominee. Applications and nominations should be received by December 1, 1997 at the following address Dr. Alan Meek, Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario NIG 2WI Canada. This position is subject to final budgetary approval.

The University of Guelph is committed to an employment equity program that includes special measures

to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Cana-dians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada



# **Centre for Teaching & Learning**

The University of Northern British Columbia is a new Canadian university which opened in 1994. UNBC is in its third year of aperation with approximately 2,000 full time equivalent undergraduate and graduate students in 40 oceans. We have a regional mandate to serve the nathen two thirds of the Province, with regional offices in Prince Ruper, Fort St. John and Ousers, and a main compus located in Prince Gearge



(population 75,000). We after an unbeatable combination ... a strong mandate for growth ... a modern and comprehensive compus ... and a wanderful setting in the heart of B.C.

The University of Northern British Columbia has just completed a strategic planning pracess - "Planning for Growth". This plan will direct the future of UNBC for the next five years.

This newly created position will be responsible for the UNBC Centre for Teaching & Learning and for the development and support of services related to curriculum, teaching and distributed learning. The Associate Dean will be a leader in the promotion of teaching excellence, the development of interdisciplinary curriculum, pedogogical innovation, and fostering the use of technology in teaching.

The position will report jointly to the Deon of the College of Science and Monogement and to the Deon of the College of Arts, Social and Health Sciences. The Associate Deon will also work closely with the Director of Regional Operations, the senior academic officer responsible for the delivery of academic programs to regional compuses throughout Northern B.C.

Condidates should hold a doctoral degree with a rank of either Professor or Associate Professor and should be eligible for terrure upon appointment. You will have experience in curriculum development and teaching evaluations within a university context as well as expertise in the development of internet and website based courses.

UNBC offers a comphrehensive benefits pockage and competitive solary.



Applications received prior to October 15, 1997 will be given preference. Letters of application, accompanied by a curriculum vitae and the names of at least three references should be sent to: Dr. Deboroh Poff, Vice President Academic, University of Northern British Columbio, 3333 University Way, Prince Gearge, BC V2N 4Z9. Fax (250) 960-5791. Inquiries may be made to: poff@unbc.edu

IN ACCORDANCE WITH CANCOUN MALIGATION REQUIREMENTS, PRORITY WILL BE GIVEN TO CANCOUNT CITLERS AND PROMINENT RESIDENTS OF CANCOUNT, HE UNIVERSITY OF NOTHERN BATTES DOCUMEN IS COMMITTED TO EMPLOYMENT COUNTY AND ENCOURAGES APPLICATIONS FROM WOMEN, ASSOCIANAL PROPILS, PRESIDENT WITH CHARLETERS AND MEMBERS OF MYSICE MANCHAIRS.



#### DIRECTOR -School of Recreation Management & Kinesiology

Acadia University, one of Canada's foremost amaller universities and a leader in teaching and scholarly activity, is seeking an individual with a doctoral degree and proven leadership abilities to direct the School of Recreation Management and Kinesiology beginning July 1, 1998.

ACADIA UNIVERSITY The School, part of the Ferulty of Professional Studies, is an innovative and collegial scademic unit that provides excellent undergraduate programs in selected areas (http://sec.scadiau.ex/ps/srpo/home.htm), and has 350 full-time undergraduate students and thriteen full-time feculty members.

The Director, who reports to the Dean of the Faculty of Professional Studies, will have a record of achderly and professional estimatement, a dedication to teaching, and demonstrated edministrative skills. The successful candidate will be expected to provide dynamic and collegial leadership in the School, develop strong relationships and innovative programs with other academic units and the professional communities, and oversee the continuing implementation of the Acadia Advantage Program (the application of informetian technology in the classroom) within the School.

Nommetions should include biographical details of the nominee. Candidates are invited to write in confidence enclosing curriculum vitae and the names of three references by November 30, 1997. Please address replies to:

Dr. William G. McLeod Dean Faculty of Professional Studies Bos 144, Acadia University Wolfoille, NS BOP 1X0 bmcleod@ace.acadiau.ca

In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Wolfville Nova Scotia

Acadia University is an equal opportunity employer. Acadia University reserves the right not to fill this position.

## Directeur(trice) École de l'environnement de McGill

L'Université McGill est à la recherche d'un(e) directeur(trice) pour sa nouvelle École de l'environnement de McGill (EEM). Les facultés des arts, des sciences et des sciences de t'agriculture et de l'environnement ont uni leurs efforts pour crèer l'École, dont la mission est de faire comprendre aux étudiants les enjeux environnementaux actuels, de cultiver un développement intellectuel grâce à un programme stimulant et rigoureux en étude de l'environnement, et favoriser un llen solide entre les programmes de recherche et l'enseignement liés à l'environnement. Pour commencer, l'EEM offrira un programme menant à un baccalauréat és arts (B.A.) ou és sciences (B.Sc.). Ce programme d'études de premier cycle comportera un noyau commun que l'École devra développer et offrir, de même qu'un bon nombre de concentrations (ou domaines) interdisciplinaires telles que : biodiversité, sciences des systèmes terrestres, environnement et développement, économie environnementale et des ressources, systèmes alimentaires et environnement, conservation des richesses naturelles. richesses naturelles.

Son rôle consistera à faire montre de perspicacité et de leadership, de façon à pouvoir faire la liaison entre les facutiés et avec les personnes qui s'impliquent à fond dens l'enseignement et la recherche lités à l'environnement, à suivre de prés le conception et la mise en place des programmes d'enseignement, et à tisser des liens soil des avec les intervenants externes du milleu et les diverses parties intéressées. La personne (déale drit avec évrus l'incipiteme timps espéritement) Idéale doit avoir une réputation internationale solidement établie et posséder une vaste expérience pluridisciplinaire de l'environnement. La personne retenue sera nommée à la fois à l'École et à un département affilié à l'EEM. La maitrise du français et de l'anglais est souhaitable.

L'Université McGillsouscrit à l'équité en matière d'emploi. Conformément é la législation canadienne en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(a)s.

La date d'échèance des candidatures est le 15 novembre Ladate o ecreance des candidatures estte 15 novembre 1997. Veuillez présenter votre dossier, en mentionnant le nom de trols répondants, au président du comité de sélection, École de l'environnement de McGill, pevillon Dawson, bureau 209, 853, rue Sherbrooke Oueat, Montréal (Québec) H3A 276. Télécopleur : (514) 398-6102; courtre d'electronique : calrns ⊕artscl.lan.mcgill.ca





The University of Manitoba Faculty of Dentistry

## ORAL BIOLOGY ASSISTANT/ASSOCIATE PROFESSOR

ASSISTANTIASSOCIATE PROFESSOR

Applications are invited for a tenue track appointment as Austrative Associate Professor, Commencing January 1, 1989 or as soon after this date as possible. Applicants must have a PtD andro D.M.D.D.D.S. and published evidence of research ability. Preference will be given to can didates with research experience in the biology of periodontal issues. The successful candidate will be regimen to can didates with research experience of oral diology is multiplicated in the professor of t

#### COMMERCE & BUSINESS ADMINISTRATION

BUSINESS ADMINISTRATION

THE UNIVERSITY OF BRITISH COLUMBIA —
Facility of Commerce and Business Administration. Applications are winted in many areas and including accounting, finance, marketing and management informations/systems. Appointments are available from the proposed of the pr

## COMMUNITY HEALTH & EPIDEMIOLOGY

UNIVERSITY OF SASKATCHEWAN — Community Health and Epidemiology. The College of Medicine at the University of the College of Medicine at the University of the College of Medicine at the University of the College of Commonly Neath and Epidemiology starting Jassay 1, 1986. Applicants though they are MD. degree with specially training in community med

ione or have a PPD In an area related to community health and/or epidemiology. This position unobes the teaching of undergraduate and post godaste metaclist students, as well in graduate related students, as well in graduate present students, as well in graduate present students, and provide students and Epidemiology. Preference: will be green to applications with reportant of committed to Employment Equaty. Members of Explemiology The University of Seakstonewan is committed to Employment Equaty. Members of Explemiology The University of Seakstonewan is committed to Employment Equaty. Members of Explemiology The University of Seakstonewan is considered to self-indemiting from their applications, and applications should submit an unphodulate curricular self-indemiting their professor and Head. Department of Community Patility and Epidemiology, University of Seakstonewan, Health Sciences Budding, 107 of Seakstonewan, Health Scienc

#### COMPLITER SCIENCE

COMPUTER SCIENCE
YORK UNIXESTLY — Faculty of Pure and
Applied Science. Department of Computer
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Science in Department plans to increase its overall strengths and has particular interest in our science in Science in Computer in Science in Science in Computer in Science in Computer in Science in Computer in Science in Computer Science is required. Application must demonstrate strong portential for excellent carefulates in Science i

The Department of Computer Science at York includes more than 25 faculty members and have Chemistry and Computer Science Building. They offer a full range of graduate and underlyindate programs, including a PRO. York University is described by the Chemistry and Computer Science Building. They offer a full range of graduate and underlyindate programs, including a PRO. York University of downtown Torosto. For more information about the department, is see http://www.cry.ordiu.cu/. Applications, with CV and the names of four et a Managolital Toroston and in within exposition (Computer Science, York University), offer York Committee. Chair, Departments of Computer Science, 126 CED, Faculty of Pure and Applications control of the Computer Science, 126 CED, Faculty of Pure and Applications of the Computer Science, 126 CED, Faculty of Pure and Applications of the Computer Science, 126 CED, Faculty of Pure and Applications are still available. York University is a deviated to the Computer Science of the Comp

Candia. WINEASITY OF WATERLOO — Department of Computer Science. The University of Waterlook Waterlook unter sight into fine several tensure track itsulment protes track in the sight of th

plete and until April 1998 as long as positions remain available. The University of Waterloon covourages applications from all qualified individuals, including women, members of vasible monorates, native peoples, and per

#### COMPUTING & INFORMATION SYSTEMS

INFORMATION SYSTEMS

INFORMATION SYSTEMS

MARY'S UNIVERSITY — The Department of Finance and Management Science at Sant Mary's thinwary further applications for a minetic time or treat of Finance and Management Science at Sant Mary's thinwary further applications for a minetic time or treat the position is subject to budgetary approval. The successful candidate will be required to teach dree course per term in our Computer Hoformarion Systems program, including: introduction in Systems and Even and Systems and Systems

#### COUNSELLING

COUNSELLING

TRIBITY WESTERN SEMILARY whiles applications and non-introns for the following portions, subject to budgetary approval: 1. A particus sessional position beginning fail of 1998, at sak of Adistant Professo, and, for a suitable acrodited, developing to full-time fenule task for fail, 1998. The individual hired will become the Clinical Discretion of our hater of food of the fail of the fai



University of Alberta Edmonton

## Department of Political Science

The Department of Political Science, University of Alberta, invites applications for three junior tenure-track appointments effective July 1, 1998. The positions sought are in the following areas of specialization.

- International Relations and/or International Political Economy
- 2) Theories of Comparative Politics;
- Canadian Politics, with a specialization in Federalism and/or Constitutional Politics/or Canadian Political Economy.

The salary range for an assistant professor as of July 1, 1998 will be \$40,638 - \$57,510.

The successful applicants will have a completed PhD and a record of teaching, research and publication in their respective areas of specialization

The Faculty of Arts of the University of Alberta is engaged in an extensive process of renewal and is committed to ensuring that the substantial number of hirings anticipated over the next several years will reinforce the lively and productive intellectual environment on which it prides itself. The Department of Political Science also is in the process of implementing a strategic plan which sets out its objectives for renewal. Accordingly, the successful applicants will demonstrate a readiness to serve energetically in this rebuilding process

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found other applicants

A curriculum vitae and three confidential letters of reference should be received no later than November 1, 1997. Address applications to:

Professor Janine Brodie Chair, Department of Political Science University of Alberta Edmonton, AB

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.



The University of Manitoba Faculty of Architecture

## HEAD DEPARTMENT OF ARCHITECTURE

The University of Manitoba invites applications and nominations for a full time tenured appointment at the Associate Professor level to assume the duties of the Head of the Department of Architecture effective July 1, 1998 for a five year term. Reappointment is possible under the university's policies.

The Faculty of Architecture is dedicated to the design of human settlements including the built and natural environment. The Faculty operates as a multicisciplinary collaboration among five departments. Graduate degrees are offered in Architecture, Landscape Architecture, Interior Design and City Planning. Undergraduate degrees are offered in Environmental Design and Interior Design. All departments participate in the delivery of the Environmental Design program.

page in the delivery of the Environmental Design program. Three teaching and research units are supported within the Faculty-Housing Studies, Research and Development Program (HSR&D), the Computer Aided Design Laboratory (CADLAG) and the Canadian institute of Barrier-Free Design (GIBED). All three foster active research and service programs, with the CADLAG having developed into a major Canadian center. The Faculty is committed to community service through its professional work and research partnerships. The Faculty's Partners Program co-ordinates projects involving operament, Industry, professional associations and community-based organizations.

The Department of Architecture offers the professional degree Master of Architecture and has approximately twenty full and part-time posi-tions. The program prepares students for cultural diversity and global

practice.

The candidate must possess a professional degree in Architecture. A post professional or graduate degree in the same or related field is preferred. Academic responsibilities will include teaching at the undergraduate and graduate level in one or more of the candidate's aleas of expertise. Eligibility for professional registration and a proven teaching record together with evidence of accomplishment in research, scholarship, publication and creative work are required. Candidates must possess strong leadership qualities, a commitment to Interdisciplinary design education, sensitivity to student and faculty concerns, and the ability to represent the Department effectively with the University, the professional community and the public is essential. Experience in academic administration is desirable. This position is subject to final bud getary approval. The salary range is \$53,000 - \$59,000 plus administrative stipend. Review of applications will commence October 15, 1997.

The University of Manitoba encourages anniciations from qualified

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

Applications, including a curriculum vitae and the names of three references, or nominations should be forwarded to: Or. Wendy Oahlgren, Associate Dean, Faculty of Graduate Studies, Chair, Oepartment of Architecture Headship Search Committee, Rm 201, J.A. Russell Building, University of Manitoba, Winnipeg, Manitoba, R31 2NZ, Fax: C04) 474-7532.

#### CRIMINOLOGY

CRIMINOLOGY

SAUT MARY'S UNIVERSITY — Department of Sociology (is earbreade position). The Department of Sociology at Saunt Mary's University united applications for a there year timed term probationary, status, at the rank of Assistant Perfessor commencing January 1, 1985. Candidates should have a 970-o to be near completion, and have a strong-record of research and teaching in cominology and cruninal justice. Other control of the status of the status of the status of the status of the control of the status of the

#### CROP SCIENCE

UNIVERSITY OF GUELPH — The Department of Crop Science, University of Guelph, morta application for 2 Juli-fullent elementation, research of Crop Science, University of Guelph, morta applications for 2 Juli-fullent elementation, research applications for 2 Juli-fullent elementation, research applications for 2 Juli-fullent elementation for a mortaling research. Excellent laboratory, controlled enablementation and demonstrated excellence in conducting research. Excellent laboratory, controlled enablementation and excellent and examine four web page (http://doi.org/10.1001/j.com/10.1001

Hume, Chair, Department of Cop Science, University of Guelph, Guelph, Ortanio, Canada, Hill 2744, Fac 1937, 1938-1939; Cloreng date for both positions: September 3007. Appointments are subject to final budgetay aportant. Salary will be commensuate with qualifications and will be commensuate with qualifications and commensuate with qualifications and cell on an employment of commensuate with qualifications and cell on an employment of cell of commensuate with qualifications and state of the analysis of the cell of an employment of cell of the cell of an employment of cell of the cell of t

#### DENTISTRY

DENTISTRY

INIVERSITY OF SAKKATCHEWAN — Full-time tenure trade position at the rank of Assistant Professor available in the Division of Removable Prothodoms, Operationer of Removable Prothodoms, Operationer of Removable and Prothodoms, Operationer of Removable instruction of undergraduate students at the pre-dinical and clinical level, research and some administration of undergraduate students at the pre-dinical and clinical level, research and some administration of undergraduate students at the pre-dinical and clinical level, research and some administration. Graduate qualifications at the Masters level is required. The University is committed to Implyment Equity Members of people with disabilities and visible enrorships is considered to the processor of the

#### **ECONOMICS**

ECONOMICS

WILFRID LAURIER UNIVERSITY, Department of Economics. Applications are invited at the mercing livily 1, 1978. Applications are invited at the mercing livily 1, 1978. Application with octorate degrees, testhings and research experience are invited to apply Duris invited testings at the undergraduate and Matters level and research united to apply Duris invited testings at the undergraduate and Matters level and research livings and the search properties and permanent residents. The livinestity is committed to employment equity polices and welcomes applications from all qualified women and men. A smode-free working rick women and men. A smode-free working the women and men. A smode-free working the women and men. A smode-free working the women and the names of three references should be sent to Dr. Testence texesque, Chair, Department of Economics, Wilfrid Laurier University, Wilterboo, Onlano, NEJ. SC.

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In a temperatura appointment at the rank of Austrant Professor, commercing Likasury 1998, unsighet to bedgetary approval. Applicants should have completed a Prof Gerge In economism. The Department is seeking individuals with teaching and research seperate in the field of money and bearing. Applicants should submit to Speptime 15, 1975, a curioulum viste and the names of their feeders to. Dr. Eugere Elson, Septime 15, 1975, a curioulum viste and the names of their feeders to. Dr. Eugere Elson, Elson, Mentonal University, in Revolution 1, and the commercial feeders and the control of the commercial feeders and the commercial feeders and

this adevicement is disected to Crudden citizens and permanent residents of Camadan. The UNIVERSITY OF ALBERTA, Department of Economical Institute applications for all lest flow full time positions starting luly 1, 1998. Appointments will be made at the junes or advertised to full time to the limit of the positions starting luly 1, 1998. Appointments will be made at the junes or advertised to FDD for be close to completion, and they must FDD for be close to completion, and they must read the position of the control of the position of th

Field of gedealization within economics is open-bor perference will be given to candidates who have applied, quantitative research capabilities. Piezes Gedeal politications, curriculum will offere confidential letters of reference to Poul. Crea Given, Chair Department of Enomenos, Crea Given, Chair Department of Enomenos, Crea Given, Chair Department of Enomenos, Montreel Oueber, IBB ATT Cransal, Colonog date of a polication is 30 Wovember, 1979. In acce-dance with Canadian immigration requirements has adversament a directed in the first instance to Canadian crizens and permanent residents. MGGII University is committed to equity in

EDUCATION

ONTARIO MISTITUTE FOR STUDIES W EDUCATION

Applications are invited for a terrure stream portion at the rank of assistant professor in the area of scooling-or deuternon with an internation of the terror of scooling-or deuternon with an international control of the provided professor of scooling-or deuternon with an international control of scooling-or deuternon with a scooling-or deuternon with the operational of scooling-or deuternon scooling-or deuternon scooling-or deuternon scooling-or deuternon scooling-or deuternon-or deuternon-order de

L'ONTARIO de l'Université de Toronto et à la recherche d'une candidate ou d'un candidat pour remplir un poste de professeure adjointe ou pro-fesseur adjoint menant à la permanence en soci-logie de l'éducation, préférablement dans le

University of Alberta Edmonton

domaine des programmes scalaires. La personne déteinda une nomination conjointe entre le département de Sociologie et d'études sur l'équité en éducation et le département de Concologie et d'études sur l'équité en éducation et le département de Controlum, d'enseignement et d'appointaisage. La candidate ou le candidat thois inévers un pro-cert de créchéroles en éducation intrançonataireme, enneignera principalement aux deuxèmes de confession de la programmation en franças à la coordination de la condication en candidat doin expendiant pouvoir en production de la condication de la candidat doit expendiant pouvoir en la candidat doit de la candidat doit expendiant pouvoir en la candidat doit de la candidat doit expendiant pouvoir en la candidat doit de la candidat de devont être requés su plus tard le 15 ordine les feront de la candidat doit de la candidat de la candidat de la candidat doit expendiant pouvoir en la candidat doit de la candidat doit de la candidat doit de la candidat doit de la candidat EDUCATION

#### ENGINEERING

MCGIL UNIVERSITY — The Department Mechanical Engineering, McGill Unnatures applications for a Tenure-Track positive area of Mechanical Systems, to be August 1998 or earlier. The appointment mat the Asstant or Associate Professor denending on the background. The applications of the August 1998 of t



The University invites applications for the following posts:

#### Department of Management

Prafessor/Associate Prafessar/Assistant Professor in Human Resaurces Management, Organizational Behaviaur, Organizatian and Management Theary, International Management

The appointees will be required to teach and research in one or more of the above areas.

Applicants are expected to have a doctorate degree in a related field. Applicants are expected to have a storage commitment to excellence in a related field. They are expected to have a strong commitment to excellence in teaching and research. Applicants for Associate Professorship should have an outstanding research and publication record in their fields of specialization, good tasching performance and experience in cumculum development and course planning. A distinguished record of scholarship is required for the Professor post.

#### Salary and Conditions of Service

Prolessor HX\$792,660 - HK\$1,053,060 per annum Associate Professor : HK\$759,780 - HK\$1,020,660 per annum Assistant Professor : HK\$489,060 - HK\$554,820 /8AR/ HK\$587,760 - HK\$816,960 per annum

Note: CAD\$1 = HK\$5.64 as at 8 July 1997

Initial appointment will be made on a fixed-term gratuity-bearing contract with generous fringe benefits.

#### Application

Applicants are invited to send in detailed curriculum vitae (in duplicate) with names and addresses of two referees (including current employer) to the Personnel Office, Room AG426, Core A, Chung Sze Yuen Building, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong Iby Fax: (852) 2764 3374, or by E-mail: postalifepolyu.edu.hkj. Closing date: September 30, 1997. Plesse indicate the Department, post and speraism in your application. Applicants withing to receive an acknowledgement of their application should send ma self-addressed envelop together with their application. (Applicants who are not invited to an interview within two months should consider their application survives with their will keep the data on unsuccessful candidates up to one year. Applicants should indicate their preference in the application of they do not wish to give consent to this. General information about the University and the above-mentioned post is available on the University's World Wide Web Server (Inttp://www.polyu.edu.hkj.) Applicants are invited to send in detailed curnculum vitae (in duplicate) [http://www.polyu.edu.hk].

## £3 WINDSOR

#### **Humanities Research Group** Visiting Humanities Fellowships 1998-1999

Applications are Invited for Visiting Humanities Fellowships, tenable at the University of Windsor in the 1998-99 academic year Scholars with research projects in traditional humanities disciplines or in theoretical, research projects in transitional inumanities disciplines of in incoretical, historical or philosophical appears of the sedences, social sciences, arts and professional studies are invited to apply Individuals engaged in interdisciplinary research are particularly encouraged to apply. The Fellowship will appeal to sabbaticants and those holding research grants, including poss-doctoral awards. Applicants must hold a doctor-are or the equivalent in experience, research and publications.

The Fellowship is tenable at the University of Windsor for a period of Intereutowantp is tename at the University of Mindow for a period of four months to one year. No vidend is strached to the Fellowship. The Humanities Research Group will provide office space, university affili-ation, jubrary privileges and assist Fellows in exhibiting contacts with individuals, groups, libraries and institutions in the Southwestern Ordario/Michigan region Fellows are expected to work in residence at the HRG for the duration of the award and to deliver a public presentation on their research.

There is no application form. Letters of application should include a pationale for working with the HRG, a curriculum vitae, a one-page abstract, and a detailed description of the research project. Application should arrange to have three letters of reference sent directly to HRG before the deadline. Incomplete applications cannot be considered.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. The Feliowship is open to candidates internationally. Visa documents, if required, are the responsibility of the applicant.

Applications should be forwarded to: Dr. Jacquelline Murray, Director, Humanilles Research Group, University of Windsor, au1 Sunset Avenue, Windsor, Ontario N9B 3P4; phone: (519) 253-3000; ext. 358b; ax (519) 971-3500; mail: https://www.uwindsor.ca/research/hrg

Deadline for applications is February 16, 1998

## Chair, Department of **Human Ecology**

The Department of Human Ecology at the University of Alberta seeks a dynamic Chair to lead this well established but newly reorganized Department into a period of revitalization. This multidisciplinary Department has an established reputation for excellence in research and undergraduate and graduate teaching in the areas of family studies, consumer studies and textiles, clothing and culture, and is considered to be one of the leading Departments of its kind in Canada. Building on this solid foundation, the Department is pursuing new initiatives including proposals for the addition of two new post-graduate programs including a PhD, consolidation of staff, teaching and research facilities into new space, and expansion of existing relationships with the health sciences, arts and education faculties.

The preferred candidates should have a PhD in a related discipline, a record of excellence in teaching and research, demonstrated leadership, team building and advocacy skills, and the ability to maintain strong links with relevant professional organizations. The successful candidate will be expected to maintain an externally funded research program, teach a reduced load (preferably in family studies, consumer studies and/or professional practice) and supervise graduate students.

Salary range is \$55,000 to \$75,000 per annum. The position is available January 1, 1998, but the starting date is negotiable. Applicants are invited to submit a resume, including a curriculum vitae and the names of three references to:

Dr. I. N. Morrison Dean, Faculty of Agriculture, Forestry and Home Economics 2-14 Agriculture - Forestry Centre University of Alberta Edmonton, Alberta, Canada T6G 2P5

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.

#### **Assistant Professor** Aging and Economics or Aging and Geography

Aging and Economics or Aging and Geography
The University of Victoria invues applications for a renure-track
position at the rank of Assistant Professor, beganning July 1, 1998
subject to budget. The individual will hold a joint appointment in
the Centre on Aging and either the Oepartment of Feonomics or the
Department of Geography. The Centre on Aging is a multidisciplinnay research centre that promotes and conducts applied and basic
research in the social and behavioural sciences, health care and
social service areas: throughout the latter part of the lifespan.
Applicants should have a PhO, or be very close to completion, in
either geography or economics, expertise and research interests in
ging and show definite promite of excellence in research and
teaching in this area. Examples of relevant areas of interest in aging
include aging in place, policy analysis, applied health economic,
and intergenerational lissues.

Candidates should submit a letter of application specifically outlin-ling their research interests in aging along with a curriculum vitae, graduate transcripts, representative publications and three letters of reference to

Margaret Penning, PhD, Acting Director Ceotre on Aging, University of Victoria P.O. Box 1700 Victoria BC VBW 2Y2 CANADA

**GEAOLINF FOR APPLICATION IS NOVEMBER 14, 1997** 

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#### Queen's National Scholars Programme

## Faculty Appointments in Ethics & Human Values

Queen's University at Kingston, Ontario, invites applications from outstanding scholars for tenure-track position at the rank of Assistant Professor in the broad area of ethics and human values. It is anticipated that the primary appointment will be in one of the following departments:

- · Biology (Dr. Gerald Morris, Head; morrisg@darwin.biology.queensu.ca)
- Philosophy (Dr. Alistair Macleod, Head; macleoda@post.queensu.ca)
  Political Studies (Dr. Stephen Page, Head; scp2@gsilver.queensu.ca)
- Religious Studies (Dr. Pamela Dickey Young, Head; youngpd@post.queensu.ca)

The aim of the Queen's National Scholars Programme is to enrich teaching and research in newly developing fields of knowledge as well as in traditional disciplines. The central criterion of the selection committee will be academic excellence regardless of other considerations. Within this overall context, the programme provides an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, includ-ing visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Preference will be given to candidates in the early- or mid-career stages.

Prior to submission of a full application, candidates should establish contact with the Head of the appropriate department as listed above in order to discuss the form that an application might take. Each full application should include a curriculum vitae, a stalement regarding teaching experience or potential, and a detailed statement of current and prospective research interests as they relate to the broad area of ethics and human values. Applicants should also supply information concerning any interruptions in their academic careers.

Completed applications, including names of at least three referees, should be sent to the appropriate Head of Department as listed above, at Queen's University, Kingston, Ontario, Canada K7L 3N6. The deadline for receipt of completed applications, including letters of ref-

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

## THE ASA AND KASHMIR JOHAL AND FAMILY CHAIR Department of Pediatrics The University of British Columbia

The University of British Columbia and B.C.'s Children's Hospital is seeking an internationally recognized scientist to head the basic and translational research program in Pediatric Oncology. This is a newly orealed tull time academic position end the successful candidate will be the holder of the Asa Kashmir Johal and Family Chair. As such the candidate will be responsible for expanding and tiscally managing an existing Research Progrem which is an integral part of a collaborative research infliable involving Pediatric Oncology et B.C.'s Children's Hospital, and edult orientated experimental encology at the B.C. Center Research Centre.

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B.C.'s Children's Hospitel is the only terdiary care Pediatric Tacilly in British Columbia and sees all newly degrosed cases of childrood cancer in British Columbia. It is a participaling member of the Children's Hospitel is the only terdiary care Pediatric Tacilly in British Columbia. It is a participaling member of the Children's Cancer Group, and collaborates with other international childhood cancer organizations. This affords an excellent opportunity for materiel based blodge research in combination with dinical outcome enalysis. The successfulcandidate will head an expanding group of research teams bousing on the molecular genetics of childhood cancer. Objectives of the research program include the application of emerging technologies for the identification and characterization of genetic ebnormalities, primation in specific childhood sold and assematiological malignancies. The application of these findings of the diagnosis and prognostic classification of childhood cancers will lead to the development of novel and innovine approaches to the treatment of childhood cancer saw of the elucidation of genetic elects in these turnours.

The candidate should have internationally recognized expertise in the molecular biology of cancer. They must prosesses and DP PID or PhD and have proven team bioliding capabilities. Anticipated start date is January 1, 1998. The successful candidate will be eppointed at the tank of Professor with hearter (grant). Salary will be commensurate with qualitications.

UBC hies on the basis of meril and is committed to employment equity. We encourage ell qualitical formance of three referees by October 31, 1997 to be sent to.



Dr. Judlih G. Hall, MD, FRCP(C), FAAP, FCCMG, FABMG
Professor and Head, Department of Pediatrics
UBC and B.C.'s Children's Hospital
Professor, Medical Genetics, UBC
James and Annabelle McCreary Professor
Room #2D15, B.C.'s Children's Hospital
4480 Oak Street, Vancouver, B.C. VoH 3V4
e-mail: jhall@wpog.childhosp.bc.ca; Fax: (604) 875-2890



University of Alberta Edmonton

## Director, School of Native Studies

The University of Alberta is seeking an academic and administrative leader for the School of Native Studies. The Director is responsible to the Vice-President (Academic) for the supervision and administration of academic programs, budgets and all activities of the School. The successful candidate will have a strong combination of abilities in the areas of research, teaching, community service and administration, with an academic background in a discipline related to the School's teaching program.

The University of Alberta plays an integral role in the educational, cultural and business life of Alberta through its teaching, research and community service activities. In excess of 4,500 courses are offered in 17 Faculties and Schools where more than 29,000 full and part-time students are enrolled.

The School of Native Studies with a student body of over 200 students fosters the integrated study of Aboriginal experiences with a focus on the Canadian West and North. Drawing upon the philosophies of Canadian and other indigenous peoples, the School's approach is interdisciplinary. The School of Native studies offers a four year program leading to a Bachelor of Arts in Native Studies with specialization in Language and Culture; Land and Resources; Self-Government; and Community Based Research and Applied Skills. This degree program allows students to pursue second areas of concentration in a variety of other fields. A new program combining degrees in Native Studies and Education will begin in the Fall of 1997.

All academic staff of the School are actively engaged in research, teaching, development of curricula sensitive to aboriginal perspectives, and community service. The School expects to hire an individual who has a demonstrated ability and potential for leadership in teaching, research, scholarship and service to lead it into the 21st century. A PhD is desirable and fluency in a Native Language is an asset. Preference will be given to candidates capable of teaching in one or more of the following areas: land/resources/economics; aboriginal self-determination and governance; or community based research/applied studies. The appointment will take effect on July 1, 1998.

Written nominations for the position or applications supported by a curriculum vitae and the names of three referees should be submitted by September 30,

Dr. Anne Marie Decore Associate Vice-President (Academic) Third Floor, University Hall University of Alberta Edmonton, Alberta T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.

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University

of Lethbridge

The University of Lethbridge invites applications and nominations for the position of

#### DEAN OF NURSING

The Dean provides leadership in the development of teaching, research and service in a time of rapid change in health care. The Dean works within a smaller university, committed to excellence in liberal education for undergraduate students and is responsible to the Vice-President (Academic) for the leadership and administration of the School of Nitron and Nitron of the School of Nursing.

of the School of Nursing.

The School of Nursing, with a staff of seven full-time, continuing instructors, is one of five faculties and schools on a campus of about 5000 undergraduate students and a limited number of graduate students. The School is committed to the development of the nursing profession and offers three programs: a two-year post-diploma program, a four-year Baccalaureate program in nursing and a four-year Bacchelor of Health Science (Addictions) program. The School has collaborative relationships with Medicine Hat College and Lethbridge Community College. Further, the University and the School of Nursing are in the process of implementing newly funded programs. A federally funded Centre of Excellence in Health Promotion Research and Community Studies is housed within the School. The Centre provides an opportunity for cross disciplinary research involving other faculties in the University and collaboration with a wide range of health and other agencies within the community. the community.

The successful applicant will be someone who is an RN (eligible for registration with the AARN) and has a degree in either nursing or a related subject area. In addition, an earned doctorate, or equivalent (ideally in Nursing) is expected. Through proven teaching ability and a strong record in scholarship and research, as well as in administrative ability, the successful candidate would be eligible for tenure at the rank of Full Professor.

This is a five-year renewable term position beginning in 1998 or by agreement. Applications should be received by October 1, 1997 and should be accompanied by a detailed curriculum vitae. Direct applications or nominations to:

Dr. Howard E. Tennant President and Vice-Chancellor University of Lethbridge Lethbridge, Alberta T1K 3M4 (403) 329-2201 Fax: (403) 329-2097 TENNANT@ HG.ULeth.CA U of L home page: http://www.uleth.ca

In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada.

Chris Davies of Management Connections Incorporated is assisting

in the search: 1900 - 1095 West Pender Street, Vancouver, B.C. V6E 2M6 (604) 685-5110 Fax: (604) 685-5187

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment.



The UNIVERSITY of WESTERN ONTARIO

## **Director of Libraires**

The University of Western Ontario invites applications and nominations for the position of Director of Libraries.

The University of Western Ontario Library System comprises one of the largest university library systems in Canada, with a collection of 2.2 million catalogued volumes and more than 4.5 million items in other formats. The system provides support for a broad range of undergraduate, graduate, and professional programs through a central and six divisional and professional libraries. The Libraries have a staff of approximately 204 and an annual budget of \$17 million.

The Director of Libraries is responsible for the management and development of the collections; the provision of Library services; the management of the Library budgets and allocation of resources; the continued development of automated management and other compute-based information systems; the direction and development of staff, the planning of future library services, and the Libraries' participation in regional, national and international cooperative efforts. The Director of Libraries' reports to the Provost & Vice-President (Academic), and is an ex-officion member of the University Senate.

Applicants must have a professional qualification in librarianship. Advanced degrees in librarianship or other academic disciplines, or additional professional qualifications, would be desirable. The auccessful candidate will have a thorough familiantly with the operation of a modern academic research library; strong leadership and management skills at a senior administrative level and in a collegial environment; and a demonstrated shilly to represent the Libraries part examples within the University and externally. A firm grasp of the issues facing academic libraries and the trends that affect them is essential.

The Director of Libraries is appointed for a renewable term of five years, and will have a continuing appointment as a librarian. An academic appointment may be negotiated with qualified candidates. Salary will be competitive. To be assured of full consideration, nominations and applications (including vitae and the names of three referees) should be submitted by October 31, 1997 to:

Dr. Greg Moran, Provost & Vice-President (Academic) Chair of the Search Committee Room 107, Stevenson-Lawson Building The University of Western Ontario London, Ontario N6A 5B8

## **CHAIR** Department of Population Medicine Ontario Veterinary College

Internet Address: http://www.ovcnet.uoguelph.ca/Dept.OVC

Applications and nominations are invited for the position of Chair, Department of Population Medicine, Ontario Veterinary College. Candidates should have an established scholarly reputation in a discipline compatible with the mission of the Department, have some experience in academic administration, and be devoted to high quality education.

The Ontario Veterinary College is one of the founding colleges of the University of Guelph, a publicly funded institution. It consists of four eachemic departments (Biomedical Sciences, Clinical Studies, Pathobiology and Population Medicine) and a Veterinary Teaching Hospital (VTH). The VTH encompasses Large and Small Animal Clinics, a Field Service Clinic and an Avian/Exotic Clinic, as well as diagnostic imaging and anesthesia services.

The Department is responsible for professional and specialist education, and research in the areas of epidemiology, ethology, health management, public health and therogenology, and supports the mandate of the VTH. In addition to courses in the DWA and BSe programs, the department offers MSe, DSVS and PhD programs. The Department has BI faculty, 11 staff, 25 graduate students, and 3 post-doctoral fellows. The Chair is responsible for fostering academic excellence and for providing leadership. The Chair works collaboratively with other College administrators to further the mission of the College.

Salary and rank will depend on qualifications and experience. Applications should be accompanied by a detailed curriculum vitae and names of at least three referees. Letters of nomination should include biographical details of the nominee, Applications and nominations should be received by November 15, 1997 at the following address. Dr. Alan Meck, Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario NIG 2WI Canada. This position is subject to final budgetary approval.

The University of Guelph is committed to an employment equity program that includes special The University of Guelph is committed to an en-measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accor-dance with Canadian immigration require-ments, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY

of GUELPH

Engineering, University of Waterloo, Waterloo, Ontaino, Canada R21 361. In accordance with Canadian immigration requirements, this advertisement to primately directed to Canadian ordizers and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of viable minorities, nature people, and persons

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THE UNIVERSITY OF WESTERN ONTAKIO — The Department of Mechanical and Materials Engineering of the Faculty of Engineering Sciences and the Department of Surgery of the Faculty of Medicine 8 Density at The University of Western Ontano write applications for a joint of the Medicine and Post of the Control of the Medicine Science of the Medicine Scie

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## Dean, Faculty of Business Brock University



Brock University, located in St. Catharines, Ontario, invites applications for the position of Dean, Faculty of Business, effective July 1, 1998.

Brock University has a well-deserved reputation for excellent teaching, relevant research, a friendly atmosphere, and strong community ties. Its innovative programs reflect the University's commitment to the fine and liberal arts, sciences and social sciences, and business and education. Brock's Centre for the Arts and Physical Education Complex serve as resources for the Niagara Region.

The Faculty of Business offers honours degree programs in Accounting (BAcc) and Business Administration (BBA). The BBA concentrations include Accounting, Entrepreneurship, Finance, General Management, Human Resource Management, International Business Marketing, Public Administration, and Quantitative Analysis. The BAcc is affered as a regular four-year program and as a co-operative education program. The Faculty also offers joint degree programs with Computer Science and Economics. The Burgoyne Centre for Entrepreneurship, a research and community-oriented centre, is an integral component of the Faculty.

#### LANDMARK Consulting Group

A division of The Enns Partners Inc.

70 University Ave. P.O. Box 14 Toronto CANADA M5J 2M4 Fax: 416-598-4328 There are fifty faculty and staff members in the Faculty and approximately 4,500 course enrolments. The Faculty has developed rapidly during the last decade and continues to plan for new undergraduate, graduate and executive development programs.

The University seeks an individual with an established record of academic achievement and administrative experience to provide leadership in a Faculty where teaching and research are equally valued. It is essential that candidates demonstrate ability to work effectively with faculty, students, and staff, and pramate relations and develop further linkages with the external community.

Applications and nominations will be received until the position is filled. Please direct your responses to the address shown at left. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer.

## **Director of Libraries**

Concordia University is seeking to appoint a Director of Libraries. This appointment is for a five-year term, upon an open search and will commence on 6 January 1998.

A dynamic urban Monrréal institution, the University offers innovative full and part-time programmes on two campuses to some 23,000 undergraduate and 3,000 graduate srudents through four Faculties: Arts and Science; Commerce and Administration; Engineering and Computer Science; and Fine Arts.

Reporting directly to the Provost and Vice-Rector, Research, the Director of Libraries plays an important role in promoting the academic life of the University. Immediate challenges include: continuing a process of strategic planning in step with the University's academic planning processes; the provision of effective service to faculty and students in an era of fiscal restraint; the procurement of funds required ro develop and maintain monograph and serial collections; and the negotiation of partnerships with other Montréal universities in order to maintain service and collection development.

The Director of Libraries manages a full-time staff of over 170 individuals and a budget of \$10 million per year.

A successful track record in managing a sizable and complex organization in an academic environment, strong leadership and interpersonal skills, intimate knowledge of the functioning of libraries, and fluency in English and French are essential requirements for the position, as is a degree from an ALA accredited library programme or equivalent,

or an advanced degree in another discipline.

Applications and nominations, including a full curriculum virae and a one-page summary of relevant experience, must be sent by 30 Seprember 1997 to the attention of:

Marie A. Robitaille-Brodie The Office of rhe Secretary-General Concordia University 1455 de Maisonneuve Blvd. West Montréal, Québec H3G 1M8

In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity, and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

# Director McGill School of Environment

McGill University is seeking a Director for the new McGill School of Environment (MSE). The MSE is an initiative of the Faculty of Arts, the Faculty of Science, and the Faculty of Agricultural and Environmental Sciences. The mission of the MSE is to impart to students an understanding of current environmental problems; provide intellectual growth through an exciting and rigorous program of environmental study, and toster a strong link between research programs and environmental teaching. Initially, the MSE will ofter a B.Sc. and e B.A. program. The undergraduate program will consist of a common core program to be developed and offered by the School, and a series of transdiscipilinary areas of specialization (or domains) such as Blodiversity, Earth System Science, Environment and Development, Environmental and Resource Economics, Food Systems and Environment, and Natural Resource conservation.

and Environment, and Natural Resource Conservation. The role of the Director of the MSE is to provide vision endleadership, build bridges among Faculties and members who have a commitment to environmental teaching and research, oversee the development and implementation of the academic program, and develop strong links with external stakeholders and interested parties. The Ideal candidate will be a successful and established scholar with a strong international reputation and multidisciplinary experience in environment. The successful candidate will be cross-appointed between the School and an MSE-affiliated department. Proficiency in English and French is desirable.

McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the tirst instance to Canadian cilizens and permanent residents.

Closing date for applications is November 15, 1997. Applications, with the names of three references, should be submitted to the Chair, Search Committee, McGIII School of Environment, Dawson Hall, Room 209, 853 Sherbrooks Street West, Montreat, Quebec H3A 276. Fax: (514) 398-8102. E-Mail: calrns@artsci.tan.mcgIII.ca





Deportment

of English UNIVERSITY OF SASKATCHEWAN

## Special Lecturer

The Deportment of English of the University of Soskatchesion invites applications from creative writers with established reputations to file 12 month ferm position, commencing on July 1, 1998. The oppointment will be made of the rank of Special Lecturer with a salary in the Associale Professor range.

Duties will consist of teaching one or two undergraduate classes in creative writing and undertoking other task (conducting workshops, giving several public lectures, working colloboratively with other writers, etc.) to be arranged on appointment.

Applicants should send a letter of application with a resume, and the names of three referees directly to Professor Paul M. Bidwell, Head, Department of English, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, 57N SAS no loter than 30 Navember 1997.

The University of Saskotchevan is committed to Employment Equity. Members of designated groups (women, oboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Conadian immigration requirements, this advertisement is directed to Conodion citizens and permanent residents.



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University of Alberta

Edmonton

sample, and arrange for three letters of reference to be forwinded to Dr. Sherilli Graze, Department 1872. East Mall, Vancouvee, B.C. VGT 121. To Complete application must be second by 150 September 1977. The UBC Brights Department roughed Set teached 1975. The UBC Brights Department outlook 64 teachers can embers, 24 full and assistants. The Department offers a strong florour programme with over 100 students; in Major lattice, 8 boot 1500 annually, kannot faculty regularly lets of in the Graduals Programme, who was 100 students; in Major lattice, 8 boot 1500 annually, kannot faculty regularly lets of in the Graduals Programme, 100 students; in Major lattice, 8 boot 1500 annually, kannot faculty required to the Graduals for the Graduals for the firty stage, and las a small start up research grant. In accordance with Canadam Immograture previousness, but a development in director. The University of British Columbia hires on the basic offers of the Stage 100 stage

## President **Trent University**



Trent University Invites nominations and applications for the position of President and Vice-Chancellor, to take office July 1, 1998. Located in Peterborough, Ontario, Trent specializes in high-quality liberal undergraduate education where the

emphasis is on the individual student. The University has a growing graduate program and a vigorous research emphasis. Since its founding in 1964, Trent has prided itself on being Canada's outstanding small university and currently has an enrolment of 5000 undergraduate and 200 graduate students, with 325 faculty and 380 staff. In 1996-1997, the University's operating budget was \$37 million.

The President is responsible for providing academic and administrative leadership to the University. The President is the chief executive officer, the Chair of Senate, and a member of the 8oard of Governors.

Nominations and applications, including the qualifications and accomplishments on the basis of which the individual merits consideration, should be submitted in confidence to the address shown below. The Presidential Search Committee will begin its review of candidates in October 1997.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Trent University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants including women, members of racial minorities, aboriginal peoples, and persons with

Janet Wright & Associates Inc. 21 Sedford Road, Suite 100 Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.



## Dean, Faculty of Nursing

The University of Alberta invites applications and nominations for the position of Dean of Nursing.

The University of Alberta has a clear vision: to be indisputably recognized nationally and internationally as one of Canada's finest universities. The University plays an integral role in the educational, business and cultural life of Alberta through the impact of its integrated mandate of teaching, research and community service. In excess of 4,500 courses are offered in 16 Faculties at the University of Alberta where more than 29,000 students are enrolled.

The Faculty of Nursing is one of five Health Science Faculties at the University of Alberta, and is a member of the Coordinating Council of Health Sciences whose goat is the development of interdisciplinary opportunities for students and faculty. We offer three undergraduate programs leading to a 8ScN. At the graduate level, we offer an Advanced Nursing Practice Master's program with thesis and non-thesis routes, and a PhD in Nursing program. A complement of 61 full-time faculty, engaged in more than 75 funded research projects, offers approximately 70 courses to over 1050 undergraduate students and 128 graduate students. For further information about the Faculty of Nursing please view our home page on the World Wide Web at http://www.quasar.ualberta.ca/nursing.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of academic programs, budget and all activities of the Faculty. Candidates should have proven administrative experience, well-developed leadership skills, a strong academic background, and be committed to excellence in teaching and research. The appointment will take effect July 1, 1998 or as soon as possible thereafter.

Written nominations for the position, or applications supported by a curriculum vitae and the names of three referees, should be submitted by December 1,

Dr. Doug Owram, Vice-President (Academic) Third Floor, University Hall University of Alberta Edmonton, Alberta Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible

...it makes sense.

## Associate Vice-President (Student Services) Brock University



Brock University, located in St. Catharines, Ontario, invites applications for the newly created position of Associate Vice-President (Student Services).

Brock University has a well-deserved reputation for excellent teaching, relevant research, a friendly atmosphere, and strong community ties. Its innovative programs reflect the University's commitment to the fine and liberal arts, sciences and social sciences, and business and education. Brock's Centre for the Arts and Physical Education Complex serve as resources for the Niagara Region.

Reporting to the Vice-President (Academic), the Associate Vice-President (Student Services) is responsible for strategy, policy development, implementation, and management of all matters relating to recruitment, retention and the provision of nan-academic services to Brock students. The University offices that report to the Associate Vice-President (Student Services) include the Registrar, high school liaison, residences and conference services, the student development centre, and other student services.

As a senior officer of the University, the Associate Vice-President (Student Services) works with the President, the Vice-Presidents, and the other Associate Vice-Presidents to provide dynamic leadership for the entire University.

## LANDMARK Consulting Group

A division of The Enns Partners Inc.

The successful candidate should have a graduate degree with significant experience working in public/private sector senior management positions, with on emphosis on quality service and strategic planning. Candidates will have an understanding of the relevant university constituencies and demonstrated skill in effective planning and in implementing change. The ideal candidate should have a variety of experience in the Student Services area and be able to demonstrate the capacity to develop and implement a strategic enrollment management plon.

70 University Ave. P.O. Box 14 Toronto CANADA M5J 2M4 Fax: 416-598-4328

The Committee will begin reviewing applications on October 13. It is hoped that the successful candidate will commence employment by January 1, 1998. Please direct your responses to the address shown at left. In accordance with Canadian immigration responses to the dudless shown of tert. In accordance with Condition immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer.

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Inal peoples, persons with obasiones, memoes or visible minorities and women. UNIVERSITY OF WATERLIDO — Dept. of Eng-libita. Applications are immitted for a tenure-track position in the Department of English at the assi-tiatin professor been in Winting and Rebetor. We are interested in cardidates with purpersise in one or more of the following areas: Composition, Decourse Analysis, Decument Design, Graphis Communication, Protectional Winting the hartory

The Appointments

Closing Date: 15 October 1997

and theory of Rhetois; Web Design and related areas of online technology. Applications are especially encouraged from candidates with secondary strengths in Uterature. A PMD and are required Corporate or other protessional experience in telated areas would be an asset. Draine with involved teaching undergreaduate and graduate courses. The Department offers district and PMD in Lettings. Language, Pherionic, and PMD in Lettings. Language, Language,

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Tenure Track Appointment — 1998-99

York University, Faculty of Education, invites applications for the following position: Language: Multilingual Education

The Context:

The Faculty of Educotion offers innovotive pre-service, professional development and graduate programs (Med. Phl). We are committed to building our teacher education programs around ocademic frameworks for language, culture and teaching. The Faculty values collaboration and no interdisciplinary orientation to education, its staffing approach encourages tenure-track foculty in Education to work with educators seconded from their school boards and with colleagues from other acodemic departments across the University. The York Campus is deally situated to the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidates il have completed a doctorate and present evidence of broad engagement with study and practives associated with the position listed obove. Candidates must present evidence of the ability to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision collaborate with colleagues in the field ond across the University; and, be actively involved in the field of education.

The Appointments:

While preference will be given to appointments at the Assistant Professor level, initial rank and salary will
be commensurate with qualifications and experience. Appointments would commence as early as 1 September
1998. Not Notivestiy is implementing a policy of employment equity, including affinantive coine for women
faculty. The Foculty of Education encourages applications from qualified people of colour. Aboriginal/First
Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this
advertisement is directed to Canadian critizens and permanent resilients of Capada.

Applications:
A defailed letter of application should address your qualifications and research in relation to one of the advertised positions and to the context described above. Submit your curriculum vitae, one sample of your scholorly writing, and the name-valdresses of three or more potential referees to:
Dr. Stun Shapson, Dr. un, Farulty of Education of S833 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J-1P3
Internet: bmerrie-duly and use (Bew Merriman, Secretary to Search Committee). Letters and C.V.s only can be sent online in WP format while scholarly materials must be mailed. Phone. 416-736-5002 (for further information, ask for Ber Merriman).

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#### FINANCE

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Management Science, The Frank H. Faculty of Commerce, Shint Mary's University, Halifas, Mosa Sciola, BBH 3CJ of Vifa (1902) 40-5212. I Coming date for applications is January 15, 1998. This advertisement is distreted to Canadian crizens and permanent residents. Saint Mary's University o committed to the principles of Employment Equify. Work Shint Mary's University website at http://www.maryor.

#### FORESTRY

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UNIVERSITY OF BRINSH COXUMBIA — Department of Forest Resources Management of Forest Resources Management of Forest Operators. The proteins subject to final budget in grant of the process of t

#### FRENCH STUDIES

UNIVESTIV OWATENDO—The Department of French Studies, University of Visiter to 1 french Studies, University of Visiter to, minist applications for a part interpretation state of the position of the part interpretation at the rank of Assistant Professor (eight month appointment). The french studies beginning fully 1, 1938. This is at three-year appointment. The required qualification are JPP on French with a speculiation in the area of territoritorities and the professor of the p

of Waterloo, Waterloo, ON ARI, 361, Fax. S19-725-9558, Further information on the Opera-ment can be found at http://firx.vusheadoc.ud/ FREMfinas html: In accordance with Carsidian Greek of Carsidian outsies and peramenet is directed to Carsidian outsies and peramenet is detected to Carsidian outsies and peramenet is detect. The University of Waterloo emourpes applications from all qualified midrudulas, includ-ing women, members of valode mountains, auto-peoples and pessors with daublines. This appointment is solded to the waterlook of appointment is solded to the waterlook of appointment is solded to the waterlook of the contraction of the contraction of the contraction of the properties of the contraction of the contraction of the solded of the contraction of the contraction of the solded of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the solded of the contraction of the contraction of the contraction of the contraction of the solded of the contraction of the contrac

#### GEOLOGY

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#### GERIATRIC MEDICINE

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University of Ottawa Women's Studies Program

## BANK OF MONTREAL VISITING SCHOLAR IN WOMEN'S STUDIES

The Women's Studies Program at the University of Ottawa is inviting applications for its Bank of Montreal Visiting Scholar in Women's Studies for 1998-1999. The duration of the Visiting Scholar's stay should be from three [3] to six [6] months, prekrahly during the university's academic year, which runs from September to April. The recipient will receive \$2.000 to cover the research expenses incurred during her stay. The Visiting Scholar will act as a resource person on hehalf of the Women's Studies Program and will present her ongoing research project in conferences and seminars. She will be expected to plan these activities with the Selection Committee at the beginning of her stay.

The Women's Studies Program invites applications from Canadian and non-Canadian scholars, both tenured and untenured faculty, and from post-doctoral and independent scholars who are pursuing critical research on women. Individuals currently working on a university degree are not eligible.

The Visiting Scholar will have access to services such as library services, shared phone and computer

Applications should include a curriculum vitae, a detailed statement of the research project, copies of recent publications, the dates of the proposed stay at the University of Ottawa and the names of two reference. Please forward to: Selection Committes, Bank of Mantreal Visiting Scholar in Women Studies, Women's Studies Program, University of Ottawa, 143 Scraphin-Marton, P.O. Box 450, Station A. Ottawa, Ontario, KIN SNS Canada. The closing date for submitting applications is November 30, 1897.

## **DIRECTOR** School of Hotel & Food Administration

The School of Hotel and Food Administration at the University of Guelph trivites applications for a Director This is a tenurable position rank open. The Schools offers one undergraduate major: B.Comm-Hotel and Food Administration; a Master of Management Studies program (MMS) with an emphasis on hotel, resistants, and tourism undistries, and various management development pograms for industry executive. Responsibilities of this position include general operation of the School - the provision of lead-enship in us continuing development, and the overall management of its academic, research and external programs, with their associated budges; it is expected, further, that the Director will participate in the teaching and research programs of the School and will sustain and cultivate industry relationships. Applicants should have earned a PhO or equivalent in hospitality or a related discipline. The position is open for appointment from January 1, 1998 and is subject to final budgetary approval. The administrative responsibilities associated with the appointment are for a five-year term (renewable). Following the completion of the term of administrative responsibilities is retained within the School solary is negotiable and will be related to qualifications and expensence.

accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

The University of Guelph is commuted to an employment equity program that includes special measures to achieve diversity among us faculty and staff. We therefore particularly encourage applications from qualified abonginal Canadians, persons with disabilities, members of visible minorities and women.

Applications should include curriculum vitae, names of at least three referees, and supporting documents

Applications should melade curriculum vitae, (eg copies of 2 or 3 selected research papers, conference presentations) and should be submitted no later than September 30, 1997 to Michael Nightingale, Dean, College of Family and Consumer Studies, University of Guelph, Guelph, Onlario, Canada NIG 2W1; Telephone. 519-82+120, ext. 2406, Fax. 519-837-1521; Email: minght@facs.uoguelph.ca.

UNIVERSITY

SGUELPH



Queen's University at Kingston

## **Bader Chair in Organic Chemistry**

The Department of Chemistry invites applications for the newly created, endowed, Alfred Bader Chair in Organic Chemistry. The successful candidate will have demonstrated interna-tional excellence in research in any subdiscipline of organic chemistry. We are particularly interested in individuals willing to take an active leadership role within the department and interested in individuals whing to take an active readership fole whitin the department and whose research interests are complementary to those of the existing faculty. Numerous exciling opportunities for collaborative research exist within the University in such areas as environmental, materials, medicinal, engineering, and within the newly created Centre for Studies in Molecular Neurosciences. The position is available July 1st, 1998, or later. Salary and level of appointment will be commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. "The university is committed to employment equily and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians."

Applications, including supporting documentation and the names of three referees who can be contacted in confidence, should be sent by October 10, 1997 to: Selection Committee, Bader Chair, Department of Chemistry, Queen's University, Kingston, Ontario, K7L 3N6 Canada

#### GERMANIC LANGUAGE & LITERATURES

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MCMASTER UNIVERSITY — The Department of History of Modater University juries applications for a tenure-trade position in Modern control of the Company o

Hamilton, Ontario LBS 419, Applications received before December 15, 1937 will be assured of con-sideration, McMaster University is committed to employment equity and encourage applications from all qualified candidates, including aborigi-nal peoples, persone with deabilities, members of visible minorities and women.

#### HISTORY & CLASSICS

HISTORY & CLASSICS
UNIVERSITY OF ALBERTA.— The Department of Nettory and Classic, University of Alberta, Invites applications for a tenue-extrain appointment at the jurior Assutant Professor level in the area of modern Earl Assus history. Ability to the area of modern Earl Assus history. Ability to account a service of the Assumption of the Assumption of Section Assumptions of the Assumption of the Assump

should be asked to send confidential letters of appräxal to Ms. Louise Jenkins, Secotary to the Hung Committee, Department of Hakory and Classis, University of Alberta, Edmonton, Alberta, 166 2444. Closing date: 30 Cotober 1997. The University of Alberta is committed to the proxibe of equity in employement. As an employer we wetcome diversity in the workplake and excounting approach of the proxibility of the committee of the proxibility of the pr

men, including Abornginal peoples, persors with disabilities and members of waits memorities. UNIVERSITY OF ALBERTA—The Department of History and Classics. Unlevilly of Aborta, under the Aborta of History and Classics. Unlevilly of Aborta, which was not to the mid-Austraine Professor level in the area of the history of scene, medicine and/or technology, post-1700. Ability to teach survey course in western sonce a ordinary course in survey course in western sonce and/or technology, post-1700. Ability to teach survey course in extent an introductory course in world history. Orminatizate accelerate in teach point of issuance of a contract. The Faculty of Arts at the University of Alberta is engaged in

an extensive process of senewal, and is commit-ted to ensuring that the substrainal number of hings andopstated over the next several years will secure for the future the linely and produc-tive intellectual environment on which it prides bers who actively conduct resurch on various aspects of the history of soeme, medicine or technology, and very strong student enrollments in the field, in recent years the tubes of a second of the second of the second area. The appointment will commence on 1 Livy 1998, conductions of under being made available. The current salary floor for an Austrant Professor 1998, conductions on funds being made available. The current salary floor for an Austrant Professor 1998, conductions on funds being made a shiftable. The current salary floor for an Austrant Professor 1998, conductions and permanent residents. If surable Canadian cruzers and permanent residents, and conducted. A letter of a spification, a currou-recidents cannot be found other endroustate will be considered. A letter of a spification, a currou-tness sangles of publications or on the written work are sequired. In addition, three referees

should be asked to send confidential letters of appraist to Mr. Louise Jenkins, Serverby to Bit Hung Committee, Department of History and Classics, University of Alberta, Edmonton, Askera, 166: 204t. Colling date: 31 December 1937. The University of Alberta is committed to Be promptle of equity in employment. As an employer we welcome diversity in the workspite and encourage applications from all qualified world encourage applications from the control of the co



### ASSOCIATE VICE-PRESIDENT (ACADEMIC)

The University of Lethbridge, a primarily undergraduate university with five faculties and schools, and a campus of more than 5,100 students, invites applications for the position of Associate Vice-President (Academic).

University of Lethbridge The University of Lethbridge has a unique mandate within Alberta's post-secondary education system. The University has consistently achieved excellence in teaching, research and scholarship, resulting in the high ranking it holds within the educational community of western Canada, and is increasingly known for its leadership in the effective use of technology.

use of technology. The Office of the Vice-President (Academic), of which the Associate Vice-President (Academic) is a key member, is accountable for planning and reporting activities for academic programs of instruction and research for all faculties and schools. It is also responsible for the University Library, Student Affairs, the Registrar's Office and Computing Services. In addition to providing support to the Office of the Vice-President in each of these areas, key mandates of the Associate Vice-President include the University's marketing program, graduate programs, student issues and instructional development. The Associate Vice-President also serves on a number of committees and task forces, including the President's Executive Committee.

Candidates should have a strong academic record demonstrating a deep commitment to providing quality educational programs to students and contributing to overall organizational success. Experience in University governance would be a definite asset.

The normal term of appointment is 5 years. Applications, including a detailed curriculum vitae and the names of three referees should be submitted to: Howard E. Tennant, President and Vice-Chancellor, the University of Lethbridge, Lethbridge, Alberta T1K 3M4. Fax: 403-329-2097. The deadline for receipt of applications is October 1, 1997. U of L home page: http://home.uleth.ca

In accordance with Canadian Immigration Requirements, first preference will be given to Canadian citizens and permanent residents of Canada. The University is an equal opportunity employer and offers a competitive salary and benefits package.

## Information Services Librarian Science & Technology

The University of Guelph Library requires an innovative professional librarian to join an Information Services team with responsibility for Academic Liuson, Information Literacy, Reference, Collection Management/Development and Community Needs Assessment in the area of science and technology. The Library is expanding us programs in support of open learning and distance education, provision of networked access to digital information resources, evolving new modes of scholarly communication and collaborative information systems development with other institutions.

Our team approach stresses service and stewardship, shared goals and participatory decision making, responsiveness to user information needs, positive collaboration with other academic partners, and being accountable to our user community

The ideal candidate will demonstrate their potential to provide and develop information services in a rapidly evolving environment of electronic information resources. As a member of the Public Services staff you will bring up-to-date professional skills and the ability to adapt to and positively challenge a team dedicated to serving the information resource needs of the University Community.

Required qualifications include an ALA accredited Master's degree in library and information science and a Master's degree in a discipline related to the life sciences. This is an entry level position and will be made at the Librarian I level. The starting salary is \$36,071 per year.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. This position is subject to final budgetary approval.

We anticipate filling this position by December, 1997 or earlier Applications should be submitted by October 1, 1997 to: Jim Brett, Manager, Science & Technology, Information Services, Chair of the Search Committee, c/o The Library, University of Guelph, Guelph, Ont. NIG 2W1; Fax (519) 836-0425





The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main compus located in Prince George (papulation 75,000). We currently seek on experienced and innovative professional to become Chief University Librarian. As a new, small, distributing learning, research intensive university, UNBC has a broad range of undergraduate and graduate programs. We require on enthusiastic, motivated professional to continue the task of building a library and educational media service for the 21st century within the constraints of a limited budget.

Reporting to the Vice President Academic, you will be a key member of the senior academic support staff. In addition to an MLS, you have at least five years administrative experience, and ideally an additional academic graduate degree. Your strong interpersonal and communications skills are demanstrated in your ability to work collaboratively with faculty and staff and in your team building management style. Successful experience in library budget planning for a university context is a must. A knowledge of the rate of electronic technology in a university library, anline systems, UNIX, web servers, etc., is essential.

Priority will be given to applications received before October 15, 1997. Letters of opplication, occompanied by a curriculum vitae and the names, addresses and phone numbers of three references, to: Dr. Debarah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fox (250) 960-5791. Inquiries may be mode to: poff@unbc.edu. While we greatly appreciate all the replies we receive, we regret that we are only able to reply to applicants of immediate interest.

IN ACCORDANCE WITH CANDON HANCATION REQUESTED PROCESTY WILL BE GIVEN TO CAMOUNT CHIEF AND PERMANENT RESIDENCE OF CAMOUNT FILL UNIVERSITY OF MANIFACE BUTTEN COLUMNS AS IS COMMITTED TO ARROPHENT BUTTEN, AND INCLUDING SPECIALIDIS FROM WOMEN, ADDRICINAL PROPERS, PERSONS WITH DIABELITIES AND MANIFEST OF VISIBLE WINDRIES.



#### Queen's University at Kingston University Advisor on Equity

Queen's University invites applications or nominations to fill the newly created position of University Advisory on Equity 1. The appointment, effective as soon as possible, will be for a five- year term and may be renewed.

The University is located in the historic city of Kingston, Ontario and has a student enrolment of 13,000 full time and 4,000 part time with approximately 1,000 faculty and 2,000 staff. The city enjoys an abundance of cultural and recreational activities.

The mandate of the University Advisor on Equity will be to work with Officers of the University, the Senate and the Council on Employment Equity to ensure that equity is achieved throughout the University. The Advisor will have responsibilities for (1) developing and implementing policies, procedures and programs consistent with the University's commilment to equity; (2) coordinating and liaising with equity service providers at Queen's; (3) providing leadership through advice and, when necessary, arranging for training of Officers who have responsibility for achieving equity; and (4) developing mechanisms, in concert with others, to monitor compliance and assess outcomes of equity policies.

Desirable qualities of the successful candidate will include a strong vision of what is required to effect necessary changes, knowledge of current equality theory and practice, demonstrated leadership abilities and experience in advancing institutional equity, excellent skills in communication, advocacy, facilitation and organization. Consistent with the above qualities preference will be given to applications received from individuals with experience in the post sec-

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equ program, welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, aboriginal peoples, persons with disabilities,

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three referees should be sent no later than October 15, 1997 to: Dr. William C. Leggett, Principal and Vice-Chancellor, Queen's University, Richardson Hall Room 206, Kingston, ON K7L 3N6 Canada.

position of University Advisor on Equity is an outcome of a recent restructuring initiative at the University to crein a milit opproach of the discussion of early bases a queen's. The initiative sets they use rises in the Queen's Gazette (April 7, 1997) and may be obtained at http://www.queenu.ca/principal/equity. A printed copy of the Gazette may be obtained by writing: The Principal's Office, Queen's University, Kingston, Ontario, KTL 1986.

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Committee, Department of History and Classis, University of Alberta, Edmonton, Alberta 165 2144. Cloning date: 31 December 1997. The University of Alberta is committed to the pionic pol equity in employment. As a membylor we welcome devenity in the workplace and encour-ge applications from all qualified women and men, including Alborignial peoples, persons with doublitles and members of visible monorities.

#### HUMAN BIOLOGY &

UNIVERSITY OF GUELPH — The Department of Human Biology and Mutritional Sciences at the Unerstry of Guelph mitte applications to a tenue-track position at the Assistant professor level in the area of endoundlogy and metabolam. Applicants though have a PRO or equivalent with productorarie appendix entering the applications of the Computer of the Comp equivalent with postdocons response central candidates' responsibilities will include effective undergraduate and graduate treating in Nutrional Senera, softwarp on undergradu-ate projects and graduate these, and the exponent of an entenally funded research pro-posed to the properties of the Human Biology and Nutrional Sciences offers undergraduate BSc programs in Bio Medical Human Biology and Nutrional Sciences for the Checker, Human Reinley and Nutrional Sciences that have a total enrolment of 600 students. The Department presently offers the Miss and Pilo degrees and is furnity committed to graduate edu-cations, documentations of the positions should cations, documentations of teaching abilities, and the marine of a certices. The review of applica-tions will commence 97-10-31 but applications will commence 97-10-31 but applications in Sifed. Applications or requests for further information should be sent to: Chair of the Search Committee, Department of Niman Biology and Nutrinal Sciences, University of Guelph, Guelph, Ontario, Canada NTG 2WI; FAX: \$13-763-5902. The Prospersion of Guelph is committed to an employ-

tions will commone 97-10-31 but applications will be accepted until the portion or filled. Applications received the portion or filled Applications or request for further information should be sent to. Chair of the Search Committee Department of Human Beology and Michigonal Seeness, University of Guelph, Guelph, Ontoho, Canada MIG 2019; FAX: \$519-5590. The first energy or grain that uncludes special measures to achieve devenity among it butley and staff. We therefore particularly encourage applications from qualified aborispin Canadians, persons with disabilities, members of visible minorities and vineme. In accordance with Canadian disabilities, and women, in accordance with Canadian disabilities, and women. In accordance with Canadian disabilities, and women, in accordance with Canadian disabilities, and the Canadian disabilities and promote the control of Canadian disabilities. The appointment is subject to final budgetary approval.

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#### INTERIOR OFSIGN

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## McGill

#### School of Physical & Occupational Therapy

The School of Physical and Occupational Therapy at McGill University, known for its excellent research and teaching programs, established the first doctoral program in Rehabilitation Science in Canada. We invite you to apply for junior or senior full-time tenure and non-tenure track appointments in our Occupational and Physical Therapy Programs. Applicants must be an occupational or physical therapists with a PhD in a related field. Postdoctoral training or a history of successful research funding is preferred. Candidates should have a strong commitment to teaching at the undergraduate and graduate levals, and are expected to pursue an active, independent research program. Sonice candidates with an interest in administration may have opportunities in this area.

Qualified candidates should forward a letter atoting their teaching and research interests, a curriculum vitoa and the names of 3 referees to:

Sharon Wood-Dauphinee, PhD, Director School of Physical and Occupational Therapy McGill University 3654 Drummond Street

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizena and permanent residents of Canada. Non-Canadians are also encouraged to apply McGill University is committed to equity in employment. These positions are subject to final budgetary approval.



#### DIRECTOR SCHOOL OF SOCIAL WORK

Memorial University of Newfoundland invites applications and nominations for the position of Director of the School of Social Work Candidates should have an advanced degree in Social Work preferably, be eligible for registration as a social worker in the Province, have a clear vision of the professional and academic role of the School, have a strong record of research and scholarship, and a proven record as a creative leader.

This School, which is accredited by the Canadian Association of Schools of Social Work, offers B.S.W., M.S.W., and Ph.D. degrees and interesting opportunities for research and continuing education. The School currently enrols 130 undergraduate students and 60 graduate atudents, and currently has 15 full-time faculty; an expansion of the School is foreseen.

Memorial University, the largest university in Atlantic Canada, is the only university in Newfoundand, It enrola over 15,000 under-graduate and graduate atudents in seven faculties and seven schoola. Its main campus is located in St. John's, a unique city of

It is anticipated that the appointment will toke effect no later than May 1, 1998. Written nominations or applications, the latter accompanied by a resumé and the names of five referees, should be aubmitted by October 31, 1997 to:

Dr. Jaap Tuinman Vice-President (Academic) and Pro Vice-Chancellor Memorial University of Newfoundland St. John's, NF. Canada AIG ES7 Telephone: (709) 737-8246; Fax: (709) 737-2074 E-mail: jtuinman@morgun.ucs.mun.ca

Applications and nominations will be accepted for consideration until the position is filled. The Search Committee will begin its deliberations in November, 1997.

In accordance with Canadian immigration requiremento, preference will be given to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

## BRANDON UNIVERSITY Dean, School of Music

Brandon University invites applications and nominations for the position of Dean of the School of Music. Applicants or nominees must have a strong background in music, teaching, research and University administration. The successful candidate will be expected to: provide dynamic and innovative leadership in these areas; motivate and work co-operatively with faculty, staff and students within the School of Music; and deal effectively with other groups on campus and in the wider community

Nearing its 100th anniversary, Brandon University serves more than 3,500 full and part-time students through its faculties of Arts, Education, Music and Science and via its innovative and award-winning outreach projects and programs. The School of Music was established in 1906, and now consists of three undergraduate programs (Music Education, Applied and General), two graduate programs (Music Education and Performance & Literature) plus a large affiliated conservatory. The core staff of 18 full-time faculty is augmented by sessional instructors and conservatory teachers.

Student enrollment averages 140 per year. The specially-designed Queen Elizabeth II Music Building includes the 208-seat Lorne Watson Recital Hall, 27 prac-

tice studios, an electronic music studio, computer lab and custom-designed rehearsal and classroom spaces - all of which are wired to central recording facilities. In conjunction with CKX Television, the School of Music hosts a weekly program of performances from its recital halls. As western Manitoba's major cultural centre, the School of Music hosts a full season of performances, including concerts by distinguished visiting artists and a New Music Week. The Conservatory reaches out to the community by serving more than 600 students per year,

This five-year renewable appointment will commence on the availability of the successful candidate. Applications and nominations should be accompanied by a detailed curriculum vitae and the names of at least three referees and should be submitted in confidence prior to October 15, 1997 or until position is filled.

> Dr. T. Patrick Carrabré, Vice-President, Academic and Research Brandon University, Brandon, Manitoba R7A 6A9 Fax: (204) 728-7340

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

#### THE ROCKEFELLER FOUNDATION Dissertation Internship Awards

Doctoral students from sub-Saharan Africa are invited to apply to the Rockefeller Foundation for dissertation research support. The program enables PhO students emoiled in U.S. and Canadian universities to return to Africa for extensive research involving field observation or the use of primary sources available only in Africa. Priority is given to research on equitable economic development in the fields of agriculture, environment, education, health, the life sciences, population, and the humanities,

Applicants are responsible for arranging affiliation with an African institu-Applicants are responsible for arranging affiliation with an Arrican misture lion able to provide needed research support, such as laboratory facili-ties, access to study sites, and technical advice. The candidate's faculty advisors, the host Institution in Africa, and the agency with primary responsibility for financing the student's graduate work must all send let-ters of endorsement. The maximum award is \$20,000. Deadlines for applications are October 1, 1997 and March 2, 1998.

Under the auspices of the African Development Dissertation Workshop Program, doctoral students from sub-Saharan Africa are liviled to apply to dissertation workshops which enable participants to engage in inten-sive discussion of each other's projects and Issues common to conduct-ing field research in Africa. Deadlines vary by host institution.

Alumni of the ADIA program and African scholars who have rec Alumni of the ADIA program and Amican schools who have received buy-port from other Rockeleller foundation programs and who obtained their doctoral degrees after December 31, 1990 are invited to apply for Rocke-feller Foundation African Science Based Development Career Awards. Applicants must have returned to Africa or be planning to return upon completion of their doctoral training.

further information please write to:

Pour obtenir des informations, veuillez vous adresser à: Africa Dissertation intenship Awards, The Rockefeller Foundation, 420 Fifth Avenue, New York, NY USA 1008-2702. Additional information can be found on the Rockefeller Foundation website at http://www.rockfound.org. Choose "The Programs," then "African Initiatives."

Les étudiant(e)s Africain(e)s enregistré(e)s dans des universités en Amérique du Nord sont invité(e)s à poser leur candidature à la Fondation Rockefeller pour poursuivre leurs recherches de doctorat en Afrique. La priorité est donnée aux recherches sur le développement économique équitable dans les sujets suivants: agriculture, environnement, éducation, santé, sciences biologiques, études de population, et lettres.

Les candidat(e)s doivent s'associer avec des Institutions Afficiaines qui puissent soutenir leurs recherches, en leur donnant accès à des facilités de recherche, au conseil technique, et aux sites de recherche terrain. Les professeurs de son comité de doctorat, l'institution Afficiaine et l'institution qui a financié les études avancées du(de la) candidat(e) doivent envoyer des lettres d'approbation. La bourse maximum est 1952,000. Les dates limites sont le premier octobre, 1997 et le deux mars, 1998.

Sous les auspices de la programme African Development Dissertation Workshops, les étudiant(e)s de doctorat sont Invité(e)s à poser leur candidature à des ateliers de la Fondation Rocket (eller qui permettorni aux étudiant(e)s d'engager des discussions intensives sur leurs projets et sur les issues des recherches terrain sur le continent Africain. Daies limites varient entre les universités organisatrices.

Les boursier(e)s du programme A0IA et des docteur(e)s Africain(e)s qui ont obtenuée) leurs doctorats après le 31 décembre, 1990 avec l'assis-tance d'autres programmes de la Fondation sont invité(e)s à posse leur candidature à African Science Résed Development Career Avads. Il est nécessaire que le/la candidat(e) soit de retour en Afrique ou qu'il/elle projette d'y retoumer dans le proche avenir.

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#### INTERNAL MEDICINE

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#### LAND RESOURCE SCIENCE

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#### LANDSCAPE ARCHITECTURE

are offered in Environmental Design and Interior Design. The postions is a full time, three year time, entry or error, cared year, cared level, beching and research position at the tank of Assistant Prolessor, it is represent that the candidate for the position would posses a Master's level degree or an experience in teaching, research, and/or innovative architecture. Demonstrated interior or experience in teaching, research, and/or innovative practice is required. Earthing duties of a vincerior and the undergraduate title of in Environmental Design, fecular counter for experience and the undergraduate title of in Environmental Design, fecular counter for the process of the property of the process of t

THE UNIVERSITY OF CALGARY — The Faculty of Law invites applications for a one year term certain appointment (fully 1, 1998 - June 30, 1999) at the rank of Assistant Professor, subject to budgetary approval. Candidates must hold an LLM degree or significant equivalent experience in

practice, and teaching experience is desirable. The present silary for an Assistant Professor is 40,238-1573.66, with appointment level being commensurate with qualifications and experience in accordance with Candida memogration orders and permanent residents of Candida. The University of Capitary is committed to Employment Equity. The deadline for submission of applications is November 1, 1937, or until the position is filled. Applications, accompanied by a curriculum wither and the natures of three relactivities of the committed of the control of the committed of the committe

#### LIBRARY



#### Simon Fraser University Chair — Department of English

Applications are invited for the position of Chair of the Department of English at Simon Fraser University. The appointment will be made at the English a sound reserve interestly, the appointment with the make at the rank of Associate or Full Professor, with the time. Candidates must have an excellent record in teaching, publication and research, as well as proven administrative skills. Qualified applicants from all fields of English will be considered. English is the second largest department at Simon Frace University, serving more than 750 majors, and is currently comprised of 38 full-time faculty and approximately 65 MA and PhD students. A recently revised curriculum reinforces our commitment to the range of English studles while enhancing flexibility and opportunities for innovation. The English Department is also home to the university's Centre for Research in Professional and Academic Writing. The department hopes to make several appointments during the chair's term due to impending retirements. The appointaines outing the chairs term due to impending releasements. He chair appointement is for a five-year term beginning I September 1998. Please submit a letter of application, a curriculum vitae, and the names of these referees to Dean of Arts, Simon Feaser University, Burnaby, B.C. VSA 186 Fox (609) 297-383. All application materials must be received by October 15, 1997. In accordance with Carradian immigration requirements, priority will be given to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to budgetary approval.

## Queen's University at Kingston

## Assistant Professor — Department of German

The Department of German invites applications for a tenure-track position at the rank of Assistant Professor to commence July 1, 1998. The successful candidate will be expected to teach courses in twentieth-century literature but expertise in interdisciplinary, cultural or gender studies will be considered major assets. Candidates should hold a PhD and have experience teaching language and literature at the university level. The salary will be commensurate with qualifications and experience.

The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Letters of application, curriculum vitae, other appropriate materials and three letters of reference should be sent lot *Dr. Wm. C. Reeve, Department of German, Queen's University, Kingston, ON K7L 3N6*; tel; (613)545-2072; fax (613)545-6930. The deadline for receipt of applications including letters of reference is *December 1, 1997*.

## An unwavering commitment to

## excellence

in teaching, research and service.

## The Vice-President (Academic) and Provost

he Vice-President (Academic) and Provost is the senior Vice-President, is Acting President in the absence of the President and is responsible for general supervision of academic operations, long-range academic planning, and the review of existing programs and initiation of new programs. The heads of academic units report to and through the Vice-President (Academic) and Provost, including the Deans of all faculties, Associate-Vice-President (Academic & Planning), Associate-Vice-President (Student Affairs), Director of Information Services, and the Registrar.

Candidates for the position of Vice-President (Academic) and Provost must have a demonstrated record of academic achievement and leadership as well as a commitment to excellence in teaching, scholarship and research. An ability to communicate effectively with academic colleagues, students, Board of Governors and General Faculties Council and committees, and members of the community at large, is vital.

The University of Colgory invites applications for the positions of Vice-President (Academic) and Provost, and Vice-President (Research).

The University of Calgary, with 22,500 full-time students and 3,150 academic and support staff, is a vigorous place of education and scholarly inquiry with growing notional and international stature. It is one of Canada's ten most research intensive institutions with over \$79 million in external research funding and more than 30 endowed research chairs supported jointly by government and industry.

The University is engaged in a bold, collegial process of strategic tronsformation to advance the University's distinctiveness ond to match the vibrancy and dynamism of Colgary, Candidotes for the positions of Vice-President (Academic) and Provost ond Vice-President (Research) have a unique opportunity to shape this exciting future for the University.

## The Vice-President (Research)

he Vice-President (Research) is responsible for leading the untversity's research enterprise. Key responsibilities include: advocating the importance of university research; maintaining liaison with other research institutions, granting agencies, business and industry, and governments; identifying and facilitating new research; promoting technology development and transfer; and overseeing the functions of the Office of Research Services, university research institutes and centres, and university chairs and professorships

Candidates for the position of Vice-President (Research) must have a demonstrated record of academic achievement and leadership as well as a commitment to excellence in research and scholarship. An ability to communicate effectively with academic colleagues, students, Board of Governors and General Faculties Council and committees, and members of the community at

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Cafgary is committed to Employment Equity. The deadline for applications / nominations is October 15, 1997. It is hoped that the successful candidates would start no later than July 1, 1998. Please respond in confidence with an appropriate covering letter and curriculum vitae, or submit nominations, to: LANDMARK Consulting Group, 70 University Avenue, P.O. Box 14, Toronto, ON, CANADA, M5J 2M4 (Fax. 416-598-432B)



www.ucalgary.ca

MEMORIAL UNIVERSITY OF NEWFOUNDLAND EMORAL UNIVERSITY OF REWOONDOADS. The Linguistics Department, Memorial meeting of Rewfoundland, seeking somake income of Rewfoundland, seeking somake and officers, effective t January 1985, subject to region of the properties of Please arrange to send a curriculum vitae, a letter of application and any supporting document, and the names of these referees to other letters of the mercial bisensity of the rest of t

CONCODIA MINISTRY — The Department of Management is seeking, subject to bud exprayagement qualified applicants for tenuerrack portions starting June 1, 1998. Qualification include a PhD and stored present or demonstrated a PhD and stored present of the properties of the properties

The University of Manitoba Faculty of Architecture

## (ÚM) HEAD DEPARTMENT OF INTERIOR DESIGN

Applications and nominations are invited for a full-time tenured appointment at the Associate Professor level effective July 1st, 1998 to assume the duties of the Head of the Department of Interior Design for Specifical

a specified term.

The candidate must possess a professional degree in Interior Osign and a post graduate degree in the same or a related field. Academic responsibilities will include teaching at the undergraduate and graduate level in one or more of the candidates areas of expertise Eligibility for professional registration and a proven teaching record together with evidence of accomplishment in research scholarship, publication and creative work are required. Candidates must possess strong leadership qualities and have experience in academic administration or sensitivity to student and faculty concerns, and the ability to represent the Department effectively with the University, the professional community and the public is essential. The expected annual salary range for the position is \$50,000 - \$55,000 plus administrative stipend, subject to final budgetary approval. final budgetary approval.

The Faculty of Architecture is a mutifolisciplinary consortium of five pro-grams offering degrees in Interior Design, Environmental Design, Architecture, City Planning and Landscape Architecture. Department of Interior Design is professionally (FIDER) accredited and internationally known. Interior Design is the only university program in Canada that offers both undergraduate and graduate degree pro-nrams.

The University of Manitoba employment policy encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizers and permanent residents.

Applications should consist of a statement of interest, to include a per sonal philosophy of design and design education related to the position, a teaching dossier, a portfolio of professional and creative work and the names of three references with contact numbers. Complete applications must be received no later than October 10, 1997.

Please direct all inquiries and completed applications to Dr. Mary-Eller Tyler, Chair. Department of Interior Design Headship Search Committee, Faculty of Architecture. Rm 2011.A. Russell Guilding University of Manitoba, Winnipeg, Manitoba, 813 1202. Telephon (20) 4746-857. Fac (20) 447-533. E-mail: mityler@ccumanitoba.ca,



#### MARINE PHYSIOLOGIST/ BIOCHEMIST

The Ocean Sciences Centre (OSC) of Memorial University wishes to make a tenure-track appointment at the rank of Assistant Professor. The appointee will be an experimental scientist who will take advantage of our laboratory facilities, which include high quality flowing seawater. Preference will be given to someone who can develop a strong research program in the physiciong or bichemistry of marine fash or other marine organisms. Duties will include teaching in either or both of the graduate programs (Aquaculture and Marine Biology), and the supervision of graduate student research.

The OSC is a research unit within the Faculty of Science which operates a variety of programmes addressing questions relevant to the cold ocean environment, including aquiculture of fish and shellfish, vertebrate and invertebrate physiology, biochemistry and behaviour, oceanography and seal biology. The OSC is attacted 10 km north of the university's main campus in St. Johns, and provides excellent facilities for laboratory and field atudies.

Interested persons should send a resumé, an outline of proposed research, and the names and addresses of three academic referees to:

Dr. L.W. Crim Director, Ocean Sciences Centre Memorial University of Newfoundland St. John's, Newfoundland AC 557 Canada

E-mail: lcrlm@morgan.ucs.mun.ca Phone: 709-737-3709 Fax: 709-737-3220

The closing date is Nov. 15, 1997

In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and per-menent residents of Canada. Memorial University is committed to employment equity.

Teaching in the Executive MBA and Action MBA Programs also possible Stations are competition and superiorized with the commentative with quitalized and will be commentative with quitalized and experience. All Undergraduate, Mainten and PLD, poprism in the Facility of Comment and PLD, poprism in the Facility of Comment and AACS, Applications should be submitted by September St. 1987; Send applications, including a curriculum vista, a statement of teaching and account interest in Javanova Language and three let test of reference to. Dim. Peter Berthelm Comment of Management, Concordial University, 1655 de Maltonomer Blotd. W. Room GM. 503-185. Maltonomer Blotd. Malt vaz.zoncordu.ci. ln accordance with Cundom immigaliaton and employment requirements, point ys shill be given to Canadan discuss and point amount in esident of the majority of the control of the control

#### MATHEMATICAL SCIENCES

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2G1 Canada Early applications are encouraged. See http://www.math.uabera.ca.lor information about the Operationed. Closing date for applica-tions is Lanuary 9, 1998. The University of Alberta loss or Lanuary 9, 1998. The University of Alberta ment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, inducing Alboriganal peoples, persons with disabilities and members of valeble minorities.

#### MATHEMATICS

DALHOUSIE UNIVERSITY — The Department of Mache matics, Statisties and Computing Science at Dalhouse University invites applications for two probationary tenut track positions in Mathematics at the Assistant Professor level effective. I September 1998, Candidates with a Ph.D. in any area of Mathematics are encouraned to apply. tions for two probabilities feature frack proteines in Mathematics at the Adolstant Professor level from the Assessment of the Assessment of the Assessment of the Dr. in any strate of Mathematics are encouraged to apply Successful candidates will be expected to develop extellence in research and teachings and train guidant traingulates tudenthe, Proteincal experience would be an asset. Application must submit a controllum visite opinion of the Teach Professors, as orodate statement of professors, and the amount of the Assessment of the Professors, and the Assessment of the Professors and the Assessment of the Professors and the Assessment of Teaching and Teaching and Teaching and Assessment of Teaching and Teaching and Teaching and Assessment of Teaching and Teaching and Teaching and Teaching and Assessment of Teaching and Teaching a

#### **MATHEMATICS & STATISTICS**

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#### UNIVERSITY COLLEGE of the FRASER VALLEY

#### **Business Administration Instructor** Full-Time, "B" Faculty Position

UCFV, located 60 kilometres from Vancouver in British Columbia's beautiful Fraser Valley, is a multi-campus, undergraduate, degree-granting institution offering a diversity of programs. UCFV has main campuses in Abbotsford and Chilliwack, B.C., and currently enrols more than 6,000 students each year. The emphasis at UCFV is on teaching excellence, while acknowledging active scholarship as an integral part of the teaching process.

The Business Administration department offers certificate, diploma, and degree programs which emphasize applied business knowledge and skills. The department is seeking to hire one full-time faculty to teach in the certificate, diploma, and degree programs, commencing August 1, 1998.

Duties: Applicants must have the ability to teach:

Entrepreneurship with specialized knowledge in new venture development and/or small business management. The ability to teach marketing with specialized knowledge in industrial marketing and/or promotion management and/or international marketing, is also desirable.

The teaching load for this full-time, ongoing position includes one or more upper-level courses in the position specialization, as well as related, and/or, other business administration courses, depending on the background of the successful applicant and the needs of the department.

Qualifications & experience: a master's degree in area of specialization (PhD preferred); excellent teaching skills; several years' business/industry experience; interest in applied research; and experience teaching at the post-secondary level.

Salary: To be determined by the appropriate placement on the faculty salary scale contained in the current collective agreement.

Start date: August 1, 1998

Closing date: October 31, 1997

We invite applications, quoting the relevant posting number, with evidence of appropriate

academic qualifications, by the closing date, to Employee Relations, University College of the Fraser Valley, 33844 King Road, Abbotsford, B.C. V28 7M9. Phone: (604) 854-4526, fax: (604) 854-1538,

UCFV is an Employment Equity Employer

## Chair Department of Obstetrics & Gynecology

McMasler University'e Faculty of Health Sciences is recognized for its highly accredited undergraduate/postgraduate programmes and solid record of research eccomplishments. As en outsianding leader with demonstrated administrative and clinical abilities, you have solid academic redentials and research achievements. Tectful and en exceptional communicator, you must be eligible for licensure in Ontario.

Applications and nominations including a curriculum vitee, a statement of research Interests and academic goels, and the nemes of three referees, may be forwarded by October 15, 1997, to: Dr. R. Joffe, Deen and Vice Pre

For more information about the Faculty visit our Web-site et: www.fha.mcmester.ca

In eccordence with Canadien immigration requirements, this edvertisement is directed to Canadian citizens end permanent residents of Canada.

McMester University is committed to employment equity end encourages epplications from all qualified candidates.

"An equel opportunity employer"



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#### NURSING

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THE UNIVERSITY OF ALBERTA Faculty of Nursings assertion as 0 acretor for the Institute for Philosophical Nursing Research. The Institute is a mon-profit research university of Alberta Saculty of Nursing, its aim is to provide leadership in the Inpurind of the philosophical nursing knowledge within underlies the sound edge that is faunthmental to nurse partitioners, educators, administrators, and ris serchers as they decipe and utilities nursing knowledge for the benefit of dose who receive and depend on nursing case. The successful applicant will also gram, and will continue to develop herbits are of research. The spontiment will be at the assistant or associate profitsor level with a silary in the rampe of 34-400. 36,9546, Qualifactions include, but are not finished in the profits and publication include, but are not finished in the second of the profits. Applicants should submit a currentum vitage, as a program of philosophical nursing research as a nurse in the Promote of Alberta. Applicants should submit a currentum vitage, as a program of philosophical nursing research as a nurse of the profits. Applicants should submit a currentum vitage research as a nurse of the profits. Applicants thould submit a currentum vitage as program of philosophical nursing research of Alberta. Applicants should submit a currentum vitage, as program of philosophical nursing research of Alberta. Applicants should submit a currentum vitage, as program of philosophical nursing research of Alberta and the nurse of the reflected program of philosophical nursing research of Alberta and the nurse of the reflected philosophical nursing research and the nurse of the philosophical sections of the philosophical nursing experts of the nurse of the philosophical program of philosophical nursing research and the nurse of the philosophical nursing research and the nurse of the nurse of Alberta and the

#### **OBSTETRICS & GYNECOLOGY**

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#### PATHOLOGY

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#### PHILOSOPHY

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TRENT UNIVESTITY — The Department of Philosophy united applications for a tenure track position in 19th century Philosophy at the Associatif Prolesses level to commerce ledy by approval by the university. The successful candidated the philosophy and as his or her area of specialization, Negolian andre Manitat studies, Ability to tead Crusal Theory, and either Annote Philosophy or Particle Researching with the philosophy or Particle Researching with the philosophy or Particle Researching with the particular with an about the properties of the philosophy or Particle Researching with the particular with and three lecters of reference, should be sent by November 15, 1931 to reflected the state of the professor Constant by Boundary Cana Depart Circle, Petroboroph, Charlos CSH 174. Trent University is an employment equity employer, and especially invited applications from women, suboriginal persons, whole minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is detected to Canadian ordares and permanent residents of Canadian ordares and permanent resid

Canadan otizers and permanent residents of Canada. MEMORALL UNIVERSITY OF NEWFOUNDLAND — The Department of Philosophy, Memonal University of Newfoundland, invites applications for a terure-track appointment at the rank of Assistant Professor, commencing 1 January 1998, subject to budgetary approval: The required area of specialization is Political Philosophy, but can dis-

dates should also be competent in the area of Ethics. Pilo required. Applications, including the names of three referrees, should be sent to: Dr. David L. Thompson, Head, Department of Philosophy, Memoral ultimensity of Herodonaland, St. Landon, March L. Callon, must be received by September 15, 1997. Memoral Ultimering a commetted to employment equity in accordance with Canadian hemigration requisition, the achieves the Application or Canadian ordane and permanent residents of MOMASTER IMPROPRESS.

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mum salary (1997-98) is \$41,260. The starting date is July 1, 1988. Applications, Indiuding curriculum vitae, academic functions, and lectors of the control of the control

#### PHYSICAL & HEALTH EDUCATION

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QUEN'S UNIVERSITY — The School of Physical and Neith Education at Quent University
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#### PHYSICS

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UNIVERSITY OF ALBERTA — The Department of Physics at the University of Alberta invotes application to a teruse track Austral Pro-lessorship level to begin as early as January 1, 1998. The Department seeks candidates with demonstrated abinty and outstanding potential of excellence in teckning and research. We exceed the excellence in teckning and research we in geodynamics and perference will be given to researches actively involved with geophysical observations. However, we will also consider outstanding application in related areas and undividuals who work on basic physical theory and partisipate in reaerant footbloomstom involved and partisipate in reaerant footbloomstom involved in the properties of the propert

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## TechBC: Warning

Academic staff and administrators contemplating employment at the Technical University of British Columbia [TechBC] should know that the legislation creating this institution does not offer protections for academic freedom and institutional autonomy contained in other university statutes. The CAUT believes that without such protections, academic staff will not have an effective and assured role in determining and directing teaching and research at Tech8C.

If you are thinking of taking a job or a contract at Tech8C. please contact:

> Canadian Association of University Teachers Ottawa, Ontario K2B 8K2

Tel. 613.820.2270, Fax. 613.820.7244, E-mail acppu@caul.ca For further information consult the Tech8C boycott web site at http://cufabc.harbour.sfu.ca/tubc/index.html



#### DIRECTOR -School of Education

Acadia University, one of Canada's foremost amiller universities, is seeking n recognized teacher educator with leadership philities to direct the School of Education beginning July 1, 1988. As part of a significant reform of university education programs in Nova Soxia, Acadis's School of Education will increase its faculty complement and enrolment in its two-year part degree Bachelor of Education program. The successful candidrite will thus have the opportunity for growth and the cercise of effective lendership. The Director will oversee the continuous implementation of the Acadis Advantage Program the application of information technology in the class room within the School of Education. The School is an innovative and collegial nademic unit that provides excellent undergraduate, diploma and graduate programs in selected areas.

The Director reports to the Dean of the Faculty of Professional Studies. It is expected that the Director will be appointed at a senior academic rank.

Nominations should include bigraphical details of the nominee. Candidates are invited to write in confidence enclosing curriculum vitae, a statement describing their leadership style and the names of three referees. Applications must be received by 31 October 1997. The appointment will likely be made in December 1997. Applications should be noddressed to:

Dr. William G. McLeod, Dean Faculty of Professional Studies Box 144 Acadia University Wolfville NS B0P 1X0

In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Acadia University is an equal opportunity employer. Acadin University reserves the right not to fill this position.



UNIVERSITY

Nova Scotia

## Queen's University at Kingston

#### **National Scholars (Faculty Appointments)**

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or midcareer stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

A maximum of four awards will be available in 1997/98. Appointments under this special program will be either Icnure-track or special shorter term appointments.

Prior to submission of a full application, contact should be made with the appropriate department head to discuss the position(s) which may be available. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply informalion concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is October 10, 1997 for decision in January 1998.

Applications and letters of reference should be sent to: The Head(s) of the department(s) of applicant's field(s) of study, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

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## 🐯 McGill

#### Chaire Graham Boeckh d'études sur la schizophrénie

Le département de psychiatrie de la faculté de médenine cherche à pourvoir in chaire Graham Boeckh d'études nur la schizophrénie qui vient d'être dotés. Le/la candidate) retenuté els unes cherches modialement reconnucle qui benéficie d'un programme de recherche liène établi et subventionné sur les dimensions biològiques de la schizophrénie et netamment aur la génétique de cette maidide. Qu'illele possède ou non une formation en médecine, le/la candidate) recherchée/) soura tirer parti des travaux qui se font dans le domaine des neurosciences moléculairea, de la neuro-imagerie, de la génétique humaine et de la recherche psychosociale et évaluative dans le domaine do la psychiatrie.

Conformément nux règlements canadiena en matière d'immigration, cette offre s'adresse en priorité aux citypeme canadiens et nux résidents permanents du Canada. Losa candidat(e) retenu(e) devrait pouvoir travailler en anglainet en français. L'Université McGill souscrit à l'équité en matière d'emploi.

Le comité de sélection entreprendra l'examen des dossiers de candidature le 1er octobre 1997.

Les candidat(e)a sont prié(e)s de faire parvenir leur curriculum vitae ainsi que le nom de trois répondants au professeur Joel Parls, directeur, département de psychiatrie, 1033, avenue des Pins ouest, Montréal (Québec) H3A IA1.



#### DALHOUSIE UNIVERSITY Assistant Professor of Finance

The School of Business Administration, Faculty of Management, invites applications for a tenure-track position in Finance at the rank of Assistant Professor. Finance specialities desired are Financia Institutions, Investment, and International Finance. Ph.D. in Finance and evidence of teaching effectiveness and research potential are required. The appointment involves teaching at the undergraditate and griduate levels. Position available July 1, 1998. Salary. Competitive in accordance with Canadian immigration requirements, this advertisement is directed to Canadian critzens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The University rencourages applications from qualified women, aboriginal peoples, ricially visible people and persons with disabilities. Applications from grant of the proposition of the The School of Business Administration, Faculty of Man-

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University of Alberta Edmonton



## Chair. Department of Psychology

Applications and nominations are invited for the position of Chair of the Department of Psychology at the University of Alberta. This tenured appointment will be made at the level of Professor (\$62,840+), effective 1 July 1998. Candidates should have distinguished record of scholarship and professional achievement in any field of the discipline, as well as demonstrated administrative ability and experience.

The department has 28 faculty members and 10 non-academic staff. Research programs span the discipline, with the exception of clinical psychology. In addition to substantial service teaching, the department offers majors and honors BA and BSc programs, and graduate training leading to MA, MSc and PhD degrees

The Faculty of Arts administers the Department of Psychology, but faculty members are appointed to either the Faculty of Arts or the Faculty of Science. Both faculties are engaged in an extensive process of renewal, and are committed to ensuring that the many hirings anticipated over the next several years will reinforce the lively and productive intellectual environment on which they pride themselves. The Chair of Psychology will play a leading role in the renewal process in the Department.

Please send nominations or applications (including curriculum vitae and the names of three referees) by 1 November 1997 to:

Patricia Clements Dean of Arts University of Alberta Edmonton, Alberta T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and menthers of visible minorities.

..it makes sense.



#### Graham Boeckh Chair in Schizophrenia Studies

The Department of Psychiatry of the Faculty of Medicine invites applications for the newly created, endowed Bocekh Chair in Schizephrenia Studies. The successful candidate will be an internationally recognized investigator with an established and funded research programme in the biological aspects of schizephrenia, with a special emphasia on the genetics of this lilnies. We are particularly interested in a scientist with or without a medical background, who will provide leaderable in building and coordinating an interdisciplinary research team that will take advantage of acciting local opportunities in molecular neuroscience, neuroimaging, human genotics, and evaluative and psychosocial research in psychiatry.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanents residents of Canada. Candidates would benefit from being confortable in working in both English and French. McGill University is committed to equity in

The Selection Committee will begin reviewing applicants by October 1, 1997.

Applicants should send their curriculum vitae and the names of three referces to Professor Joel Paris, Chair, Department of Psychiatry, 1033 Pine Avenue West, Montreal (Qc), H3A 1A1.

#### PLANT SCIENCES

UNIVERSITY OF WESTER OMFANO. — Terre-trial Fast Coolgist. The Separtment of Control is several applicant from qualified con-dicates to several applicant from qualified con-dicates to fill a terre-united. Assistant Professional Separation of the Control of the Control of

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#### POLITICAL SCIENCE

POLITICAL SCIENCE

UNITERISTY OF TODONIO — The Department of Political Science and the Peace & Conflict

of Political Science and the Peace & Conflict
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the field of Peace and Conflict Studies. The position will be at the rank of Austrant Professor
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#### **PSYCHIATRY**

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UNIVESSITY OF ALBERTA — Department of Psychiatry, Applications are immediate the position of Expediatry, Applications are immediate the position of Coordinator, Research and Evaluation (Int., Department of Psychiatry, University of Alberta and University of Alberta Biospital, Carlonotton, Alberta, The Unit in established and the consequence of the consequence

LHOUSE UNIVERSITY - The Department

Ontario Institute

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## OISE/UT

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On July 1, 1996, the Ontario Institute for Studies in Education merged with the Faculty of Education, University of Toronto to become the Ontario Institute for Studies in Education of the University of Toronto (OLSE/LIT) With its strong links to Canadian and international education communities, exciting teaching and research opportunities exist in this new institution.

Applications are invited for seven tenure-stream positions in various OISE/UT departments, as described below. Preferred candidates will possess a doctoral degree and a proven record of scholarly publica-

### Aboriginal Education

The successful candidate must be knowledgeable with respect to non-formal and formal lifelong concepts of learning, must have engaged in scholarship and creative professional activities in Aboriginal Studies and Education, and must have demonstrated good working relations with urban and/or reserve Aboriginal communities. Fluency in an Aboriginal language is an asset. The successful candidate will have the ability to work with an active Indigenous Education Network at OISE/UT, and have the ability to expand and enhance relationships with Aboriginal communities and Aboriginal educational programs. (Cross-departmental)

#### Adult Education Theory and Practice

The successful candidate must be well-grounded in contemporary adult education theory dealing with both social and individual contexts. Experience related to adult learning and diversity, gender and equi-ty issues would be an asset. (Department of Adult Education, Community Development and Counselling

#### Anti-Racism and Feminist Studies in Education

The successful candidate must have a doctoral degree in sociology or a cognate discipline. (Department of Sociology and Equity Studies in Education)

## **Applied Cognitive Science**

The successful candidate will have a research program related to one or more of the following ongoing programs of cognitive research in the Department: educational technology, instruction, habits of mind, literacy, reasoning, emotions, cognitive development. (Department of Human Development and Applied Psychology)

#### Child Study and Education

The successful candidate will have a research program relating child development and education, and will be expected to make a major contribution to a new M.A. program in Child Study & Education, located at the Institute of Child Study, designed to develop individuals with a strong understanding of child development as it relates to education (including early childhood and special education), and with a strong foundation in the practice of teaching. (Oepartment of Human Oevelopment and Applied Psychology)

Developmental Psychopathology
The successful candidate will have recognized expertise in approached to therapeutic interventions from one or more of the following perspectives: cognitive, behavioral, psychodynamic and/or social. It is also essential that the candidate be eligible for registration as a psychologist in the province of Ontario. (Department of Human Development and Applied Psychology)

#### Educational Administration

Areas of expertise should include at least one of the following: educational leadership and organizational change, educational human resource development, and educational policy systems. We seek applicants who can make strong contributions both to graduate education and to preservice teacher education in one or more of these areas. (Department of Theory and Policy Studies in Education)

Responsibilities of all positions will include research, teaching at the graduate and preservice teacher education levels, and supervision of master's and doctoral theses. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 1998.

Applications must include full curriculum vitae and the names and addresses of three or more referees. Applications should be submitted by November 15, 1997 to Professor Michael Fullan, Oean, OISE/III, 252 Bloor Street Wast, Toronto, Omario, MSS 1V6. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, eboriginal peoples, end persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**OISE/UT** and these positions. please visit our wab site at http://www. oisa.utoronto.ca

tions, and arrange for three letters of celerence to be sent directly by reference to or. Phil Johnson, Department of Phydology, Dalhouse University, Life Soeness Centre, Halfas, Nova Gosti, Crande Blak Hill or Fax (192) 494-6585; Email Phil Dushamdigal as Dalhouse University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Abonginal peoples, ratelly you'ble people and persons with a disability.

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women and men. On peut obtenir une version française de cette annonce pour un poste où la connaissance de l'anglas est essentielle en s'adressant au Guettenant-colonel J.P. Bradley. Directeur, Département de psychologie midrar et l'eadenhip. Collège midrare royal du Canada, B. P. 17001 Sur Fourse. Kinoston DM KYE NE.

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partners of Minary Psychology and Leadenthy, Royal Minary College of Canada, P.D. Bos 17000, Sty Forces, Kingston, Ordinaris, K.K. 784.

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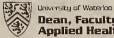
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#### RADIOLOGY

UNIVERSITY OF WESTERN ONTARIO — The Department of Olagnostic Radiology and Nuclear Medicine of the University of Western Ontario inwrite applications for the position of an interventional radiologist at the London Health

Sources Centre. University Campae, London, On-turia, Canada, effective larvary 1, 1988. This is a University-Contracted Faulty of Medicine Chinical Appointment (full-time) with rank appropriate to portion. Candidists may have several years' expenses and extrease practice in all interven-tive addicidigal procedures inciding anjoighas-tic properties of the process of the completed a fellowship at a major institution. Duties include testing at the undergraduate and postgaduate levels. An universet in sexanths required, and professor (sexicity) and proportions of auct. The Department at London Health Science required, and professor (sexicity) and proportions of auct. The Department at London Health Science required with the state of the art amport public safets, two magnetic resource imaging units (0.5 and 1.5 Tesla), and computed tomography variance. Laboratory facilities include an animal just etc. in interventive additions, and the proposition of the Royal College of Physicians and Surgeons of Canada for equivalently and eligibili-tion by the Royal College of Physicians and Surgeons of Canada for equivalently and eligibility for Levensus by the College of Physicians and Surgeons of Orienta. Positions are subject to



#### Dean, Faculty of **Applied Health Sciences**

Applications and nominations are sought for the position of Oean of the Faculty of Applied Health Sciences. The Faculty consists of three departments: Kinesiology; Health Studies & Gerontology; Recreation & departments, kinesology, near induces a sectionogy, necessation to be because Studies. The faculty currently has 103 graduate students, 980 undergraduates, a faculty complement of 44, one research Chair, and annual research funding of about \$2 million. The Faculty's interdiscipliamount research many or bodon and many approach to issues related to health and well-being embrace the psychological, social and physical dimensions of human life with emphasis on the interaction between biological and behavioural factors as they contribute to promoting health, treating disease, minimizing the impact of disease and fostering enhanced quality of life. Management of leisure, lifestyle and tourism is also addressed. Graduale and undergraduate programs lead to the BA, BSC, MA, MSC, and PhD degrees. At the undergraduate level, departments offer both Co-operative and regular programs of study.

The successful candidate will have a proven record of scholarship, teaching and administration in order to qualify for a tenured appointment at the senior level. Applications are to be submitted at the earliest convenience, but no later than September 30, 1997. They should be accompanied by: an up-to-date curriculum vitae; a brief statement of interest; the names and addresses of three referees in a position to comment on a candidate's academic credentials and administrative experience; and should be directed, by mail or fax (519-888-6337), to:

Emily Barnes Associate University Secretary Needles Hall University of Waterloo Waterloo, Ontario N21 3G1

Applications and nominations will be treated in confidence. The initial five-year appointment will begin on July 1, 1998.

In accordance with Canadian immigration requirements, this advertise-ment is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

The full text of Policy 45 — The Dean of a Faculty — is available electronically on the Web (http://www.adm.uwaterloo.ca/infosec/Policies/

# 1998 Sarah Shorten AWARD

The CAUT Status of Women Committee requests nominations for the 1998 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize out-standing achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award. Nominations, once made, will remain in the nomination pool for the following year and will then expire. Renominations will be accepted.

#### Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
   a full curriculum vitae; and
- letters of support.

Please indicate your willingness to release your letter to the 1998 recipient of the award.

The criteria used by the Committee for its recommendation to CAUT Council are as follows:

- Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
- 2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
- The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, pol-icy implementation, legislation, publication, educational initia-tives, or dedicated service;
- 4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
- s. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single uni-versity), provincially, regionally, nationally, or a combination of

#### Nomination deadline:

The nomination deadline for the 1998 Sarah Shorten Award is January 31, 1998, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to: CAUT Status of Women Committee c/o Maureen Webb Canadian Association of University Teachers 267S Queensview Drive Oltawa, ON K28 8K2

# PRIX Sarah-Shorten

#### Appel de candidatures

Le Comité du statut de la femme de l'ACPPU lance un appel de candidatures pour l'attribution du prix Sarah-Shorten de 1998.

Institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées. Dés qu'elles sont soumises, les candidatures sont conservées dans les dossiers jusqu'à la fin de l'année suivante. Les candidatures qui seront résentées de nouveau seront acceptées

#### Les pièces suivantes accompagnent les mises en candidature ;

- une lettre de mise en candidature énonçant en détail les contri-butions de la candidate à l'avancement des femmes à l'univer-
- sité et ses réalisations dans ce domaine;
  un curriculum vitae complet de la candidate proposée;
  des lettres d'appui.

Prière d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate de 1998.

## Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPPU sont les suivants :

- Il n'est pas nécessaire qu'une candidate soit membre de la com-munaulé universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
- Ses contributions peuvent avoir avantagé l'un ou l'autre ou tous les groupes de femmes (professeures, étudiantes, membres du personnel) de la communauté universitaire; Ses réalisations peuvent avoir eu diverses formes, notamment un
- leadership organisationnel, la mise en oeuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel.
- ou un dévouement exceptionnel.

  A. La qualité remarquable de la contribution peut être ceile d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations échelonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université; s. ses contributions à l'avancement des femmes dans l'université peuvent s'étre concentrées à l'échelle coale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces pleaux à la fois.
- à tous ces niveaux à la fois.

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 1998 est le 3r janvier 1998, mais le Comité du statut de la femme de l'ACPPU accueillera des candidatures n'importe quand pour les lauréates futures.

Prière d'adresser les mises en candidature à l'adresse suivante : Comité du statut de la Jemme de l'ACPPU a/s Mme Maureen Webb, Association canadienne des professeures et professeurs d'université 2675, promenade Queensview Ottawa (Ontario) K28 8Kz



## DALHOUSIE UNIVERSITY Director, School for Resource & Environmental Studies

The Faculty of Management is seeking a Director for the School for Resource and Environmental Studies. The School is one of four in the Faculty, a unique configuration of programs including Business Administration, Public Administration and Information Studies. This position is a full-time, tenure-track appointment, or appointment with tenure, at a senior level.

The School has a strong commitment to teaching, research, community service and regional and international development. The successful candidate will form management functions and participate in teaching and research. Applicants should indicate their strengths in each of these areas with particular attention to their record of publication. A Ph.D. is a requirement. Manage-ment experience in a multidisciplinary setting and demon-strated success in raising research funds are considered assets.

Although there is flexibility in the areas of specialization, preference will be given to applicants with expense in natural resource management, especially forests, minerals

The appointment will commence July 1, 1998. Applications must be received no later than October 31, 1997. Applicants should send a curriculum vitae, names of three references and three of their publications to:

Chair, Advisory Committee on the Appointment of the Director for SRES Faculty of Management, Dalhousie University Halifax, Nova Scotia B3H 3J5

lu accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, racially visible people and persons with disabilities.

**CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS** ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ



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#### RHEUMATOLOGY

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#### SPANISH

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UNIVERSITY OF TOROXID — Tenure-track position at Assistant Professor level, effective 1 July
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173. The deadline for applications is November

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30, 1997. Further information can be obtained at www.yorku.ca/dept/physed/. York University has a policy of employment equity, including affirma-tive action for women faculty. In accordance with Canadian immigration requirements, this adver-tement is directed to Canadian critizers and

#### STATISTICS

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#### THEATRE

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#### THEORETICAL ASTROPHYSICS

CARAGIAN INSTITUTE OR INFOREICAL ASTROMYTSCS — Postdoctoral Fellowships.

CITA is a national centre for theoretical atturphysics located at the University of Loronto. The institute expects to offer-seeral posteriorari fellowships of two to three year dust ison this year. In the control of t MADIAN INSTITUTE FOR THEORETICAL

do not soud documents by law or electrolic mail. All applications and letters should be sent the Poleston. Is Robard Bond, Difference, Candening and Institute for Theoretical Antaphysis, University of Toronto, 60 St. George Street, Toronto, Canda, Sh. 354th. Boadline for applications and all letters of recommendation is limited to the control of the commendation o

#### TRADUCTION

TRADUCTION

UNIVESSET DE MONTMAL - Le Département de linguistique et de traduction de la Facult des arts et des sennes rechedueur prolesseure ou un professeur adjoint en méthodoisre et la traduction de l'amplis au farçait), en 
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Jean-Claude Gémar, directeur, Departement de linguiétique et de traduction, Université de Montréal, CR. 2023, succurals Centre-ville, Montréal (Québed, NSC 317, Conformément aux segipeurs presidence en mathée d'uniquisation au Canada, cette annonce s'adresse aux cityens canadiems et aux résidents personnents. L'Uni-vennté suscert à un programme d'accès à l'égal-ne en emplo pour le learness. (2013) ten en emplo pour le learness. (2013)

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British Columbas here on the base of ment and is committed to employment equity. We encourage all qualified persons to a pply.

The UNIVERSTY OF BRITISH COLUMBBIA — Applications are invited for the position of Research Association in the libration of Ot. H. of British Columbas. The successful candidate will be expected to have extresses training in portion biochemistry, particularly in the purification and analysis of large pottern complexes, or in instruction of proteins with DIMA or downstrut. Expensive the Columbas of the Columbas of

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#### NOTICEBOARO

THE SALON DE L'EDUCATION ET DE LA FOR-MATION will take place at Montréal's Place Bonaventure October 16,17,18 & 19, 1997. The Québec Minatty of Education as well as a great number of universities, colleges and schools will participate in the Salon's second Edition.

Simon Fraser University

## **FACULTY OF SCIENCE** The Shrum Chair in Science

Application and nominations are Invited for the Shrum Chair in the Faculty of Science et Simon Fraser University. This endowed chair is named after the late G.M. Shrum, founding Chancellor of the University. Candidates should be outstanding scholers whose research interests metch those represented in our programs. In Biologicel Sciences, Chemistry, Molecular Biology and Biochemistry, Physics, Mathemetics and Statistics or Earth Sciences. The Chair is a five year appointment, the appointee will normally hold a tenured position as Professor in the appropriate Department. The salary will be commensurate with a distinguished Chair appointment and the appointment will be effective September 1, 1998.

Applications or nominations, together with a curriculum vitae, and where appropriete, the names of four referees, should be sent by November 30, 1997 to:

C.H.W. Jones, Dean Faculty of Science Simon Fraser University 8888 University Drive Burnaby, B.C. V5A 1S6

Priority will be given to Cenadien Citizens and Parmenent Residents of Canada. Simon Fraser University is committed to the principle of equity in employment end offers equal opportunity to all qualified applicents.



#### ASSISTANT PROFESSOR

The University of Manitoba invites applications for a three year term position at the rank of Assistant Professor beginning July 1st, 1998. Candidates must possess a first professional degree in Architecture and/or Landscape Architecture. An advanced degree in Architecture or a related field is desirable. Candidates should provide evidence of professional accomplishments and have interest in research and teaching. Responsibilities for the position include teaching design studio and design theory in the undergraduate program in Environmental Design. Additional responsibilities include advising graduate students on final projects and theses. Salay range per annum is \$40,000.00 to \$50,000.00 commensurate with experience and qualifications.

The Faculty of Architecture consists of the three graduate departments: Architecture, City Planning and Landscape Architecture, and two undergraduate departments of Environmental Studies and Interior Design. The total enrollment is approximately 600 students, with 100 students registered in Architecture. The Department of Architecture offers a balanced program focusing on scholarly pursuits and profes-sional practice.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

Canadian citizens and permanent rescence.

The University of Maniloba is the oldest university in Western Canada. 
Established in 1877, it offers a full range of academic professional and 
graduate programs. Interested applicants should send a full curriculum 
vitae, a portfolio of examples of professional and creative work and 
amers and conact numbers of three references by October 10, 1907 
to: Profassor R.J. MacDonald, Chalir, Faculty of Architecture, Room 2017 
John A. Russall Guilding, Faculty of Architecture, Boom 2017 
John A. Russall Guilding, Faculty of Architecture, Boom 2017 
Manitoba, Winnipeg, Manitobas, R37 2NZ. Telephone: (204) 4746524; Fax: (204) 474-7532; e-mail: macdona@ccumanilobaca.

Ontario Institute

for Studies

in

Education

## OISE/UT

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Toronto

On July 1, 1996, the Ontario Institute for Studies in Education merged with the Faculty of Education. University of Toronto to become the Ontario Institute for Studies in Education of the University of Toronto (OISE/UT). With its strong links to Canadian and international education communities, exciting teaching and research opportunities exist in this new institution.

Applications are invited for six tenure-stream positions in OISE/UT's Department of Curriculum, Teaching and Learning. Preferred candidates will possess a doctoral degree and a strong background in teacher education. A well-developed, distinctive research program or the ability to develop one, is essential. All applicants must be knowledgeable about, experienced in and sensitive to issues relating to equity, and cultural and linguistic diversity.

#### Elementary School Science Education

This position may particularly appeal to science educators interested in working in an action research mode and those with teaching and research interests in one or more of the following: acquisition and development of scientific concepts; assessment and evaluation in science education; inquiry-based learning in science; the role of language-based activities in science and technology education; Science-Technology-Society-Environmental Education.

#### Social and Cultural Studies

Applicants' teaching and research should address one or more of the following: the intersections of historical, geographic, environmental and technological dimensions of human communities; contemporary practices of history writing; the formation of global relations; education for democratic participation Praservice responsibilities will include preparing elemantary end/or secondary teachers in the areas of History, Social Science/Social Studies. Graduate responsibilities will include teaching in the area of Social and Cultural Studies.

#### **English Education**

A candidate's teaching and research should address one or more of the following areas: language and literature in a culturally diverse society; multimodal literacy and modern media; competing/overlapping paradigms of English (e.g. feminist, reader-response, cultural studies, teacher development) and their implications for classroom practice. Preservice responsibilities involve the preparation of elementary and/or secondary teachers.

#### French as a Second Language and International Languages

This position involves teaching responsibilities in the preservice teacher education program (French as a Second Language) regarding methods of language instruction and assessment in elementary and secondary schools, curriculum frameworks, and multi-media technology. Full proficiency in French is required. Fluency in one or more languages, in addition to French and English, would be an asset. The capacity to teach in and about international languages taught in Ontario schools would be an asset.

In order to contribute to the graduate program in Second Language Education, the candidate should have extensive experience and a distinct program of research in one or more of the following areas: culture and language teaching; subject matter content and language teaching; computer innovations; curriculum change; student assessment; teaching in a multicultural, urban context; literacy; classroom research; and/or teacher development.

Candidates should have demonstrated research activity in educational assessment generally, and classroom assessment specifically. Responsibilities will include teaching at the graduate level on quantitative data analysis, and at the preservice level on student assessment. The successful applicant should have a doctorate from a recognized program in educational measurement or a related discipline in education, with a strong statistics background.

This position is conceived as part of a larger effort to develop teachers who can contribute in sophisti-cated ways to the design of education for a knowledge-based society. Accordingly, applicants must pre-sent evidence of ability to function et the leading edge of learning technology design or application and to make creative contributions to research and practice. Classroom and teacher aducation experience ara desired, although thase may take non-traditional forms. A strong background is desirable in one or more of the areas of instruction in K-12 education (e.g., science, mathematics, literature, language learning, environmental or social studias).

Responsibilities of all positions will include teaching at preservice and graduate levels, and supervision of both student teaching and graduate student research. Rank and salary will be commensurate with qualifications and exparience. Appointments will commence on July 1, 1998

Applications must include full curriculum vitae and the names and addresses of three or more rafarees. Applications should be submitted by Novembar 15, 1997 to Professor Michael Fullan, Daan. DISE/UT, 252 Bloor Streat Wast, Toronto, Ontario, M5S 1V6. In accordance with its Employment Equity Policy, the University of Toronto encouragas applications from qualified women and man, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advartisament is directed to Canadian citizens and permanent residents of Canada.

information about OISE/UT and these positions. oleasa visit our wab site at http://www. oise.utoronto.ca

## EDITORIAL . ÉDITORIAL

# Tech BC Sells Academic Freedom by Degrees

BILL BRUNEAU

NIVERSITIES HAVE NEVER BEEN PERfectly free, nor have they been entirely autonomous. In the late Middle Ages and the early Reformation, they looked over their shoulders, worried about royal or papal intervention. Even in the early nineteenth century, as universities became openly committed to advanced research in support of advanced teaching, universities in Europe and in North America knew the state would not be indifferent if they made "radical" curricular choices.

There has always been a creative rension, sometimes sharp and even violent, between universities and extremal authorities seeking to control teaching and research. In the thirteenth century that tension produced lengthy strikes (including one at the University of Paris lasting nearly a decade), or even lengthier legal proceedings.

NOW in the late twentieth century, with the evolution of mass democratic institutions, the new creative tension is between the universities and various interpretations of the democratic interest.

The public now agree that a university needs freedom. They accept that a university is defined by the freedom of its professors and researchers, and particularly the freedom to carry research findings into the classroom. With the assurance of tenure, university teachers can be fearless in teaching on the basis of disciplined inquiry.

the basis of disciplined inquiry.

Academic freedom and autonomy ensure our universities will be the best they can be, and not the mediocre mouthpieces of bureaucrats or self-interested investors.

So why have things gone so wrong in British Columbia? How and why could a legislature create a "public university," the Technical University of Brirish Columbia, whose objectives are explicitly tied to narrow economic development,



defined by the government through its appointed board? Why would the government announce there will be no tenure or assured academic freedom in this new institution? And what makes them think there can be a university where there is no academic senate or equivalent, where there is no assured place for open and critical debate about teaching and research?

In creating TechBC — and you'll notice I won't call it a "university"— the government has moved away from participatory, open, and accountable university governance. The British Columbia Government discards the lessons of a hundred years, during which our society has learned that accountability requires open and free debate. They discard the lessons of post-War Canada in which the Canadian public and the Canadian academic community have reached a new consensus on the importance of participatory and equitable university governance in properly constituted academic senates.

In British Columbia, universities are looking over their shoulders once again. It is truly a return to the bad old days. This time we're not worried abour "visitors" and "legates." Now we must deal with high civil servants and shadowy membets of the business community and organized labour. The civil servants would like to-tie public funding to performance indicators defined by them, thus taking control of the curriculum and research in order to improve "the numbers." Meanwhile, business and labour would like the universities uncrirically to do whatever they say it takes to produce jobs, srimulating industrial activity through applied research, or training and re-training people to present themselves "job-ready."

EITHER way, whether it's performance indicators or economy-driven research, the idea is to reduce or even to eliminate the university's free-

dom to choose. The idea is to "restructure" higher education to follow shifts in the economy. This will not, cannot be a matter of discretion and choice: we shall be followers, not leaders:

However, if research is to flourish, it must be free. If research is to produce reliable and significant knowledge, it requires the condition of academic freedom. If Canada is to produce the best research in the humanities, the social sciences and the natural sciences, it must be communicated—in the classroom and by publication—freely and immediately. If our universities are to be among the world's best, our reaching must be freely fed by innumerable tributaries of knowledge and research.

TechBC meets none of these requirements. We oppose the legislation and the government policy that made TechBC. One day we hope to welcome TechBC to the community of Canadian universities—but only when it has joined the larger community of free, informed and critical debate.

## Pas de liberté universitaire à la Tech BC

ES UNIVERSITÉS N'ONT JAMAIS ÉTÉ TOTALEMENT LIbres ni entièrement autonomes. Vers la fin du Moyen-Âge et au début de la Réforme, les universités étaient sur leur garde, craignant l'intervention des rois et des papes. Même au début du dix-neuvième siècle, alots que les universités s'engageaient publiquement pour la recherche de pointe à l'appui de l'enseignement supérieut, les universités européennes et nord-américaines savaient que l'État réagirait à leurs choix pédagogiques «radicaux», si elles en faisaient.

Des tensions créatrices, parfois vives sinon violentes, ont toujours existé entre les universités et les autorités externes cherchant à contrôler l'enseignement et la recherche. Au treizièmes siècle, ces tensions ont engendré de longues grèves (dont l'une à l'Université de Paris qui a duré près de dix ans) ou ont donné lieu à des poursuites judiciaires encore plus longues.

AVEC l'évolution des nombreuses institutions démoctatiques en cette fin de siècle, les nouvelles tensions créatrices opposeront désormais les universités et les diverses interprétations de l'intérêt démocratique.

La population comprend maintenant qu'une université a besoin de liberté. Elle accepte qu'une université soit difinie par la liberté de ses professeurs et chercheurs, en particulier par la liberté d'apporter des résultats de recherche dans la salle de cours. Avec la garantie de la permanence, les professeurs d'unniversité n'ont plus à craindre d'enseigner au risque d'une enquête disciplinaire.

La liberté et l'autonomie universitaires assurent à nos universités la capacire d'offrir ce qu'elles ont de mieux er leur évitent d'être les porte-paroles médiocres des bureaucrates ou des investisseurs recherchant leur avantage personnel. Pourquoi les choses ont-elles si mal été alors en Colombie-Britannique? Comment et poutquoi une assemblée législative a-t-elle pu créé une «université publique», la Technical University of British Columbia, dont les objectifs sont explicitement liés à un développement économique étroit et définis par le gouvernement par l'entremise d'un conseil qu'il a nommé? Pourquoi le gouvernement a-t-il annoncé qu'il n'y aurait pas de petmanence ou de liberté universitaire assurée dans le nouvel établissement? Qu'est-ce qui lui fait croire qu'on peut avoit une université sans conseil d'université ou l'équivalent, sans tribune assurée pour les débats francs et critiques sur l'enseignement et la recherche?

En ctéant, la Tech BC - vous remarquerez que je ne dis pas «université» - le gouvernement s'est écarté de la direction universitaire transparente, participative et responsable. Le gouvernement de la Colombie-Britannique a jeté du revers de la main les leçons apprises depuis cent ans, période au cours de laquelle notre société a appris que la responsabilité nécessitait un débat franc et libre. Il a abandonné les leçons tirées de la période de l'après-guerre, lorsque la population canadienne et la collectivité universitaire ont obtenu un nouveau consensus sur l'importance d'avoir une direction universitaire participanve et équitable au sein de conseils d'université convenablement constitutés.

En Colombie-Britannique, les universités sont encore sur leur garde, comme dans les mauvaises années. Sauf que cette fois, nous ne nous inquiétons pas des «visiteur» et des «légats». Nous devons traiter plutôt avec de hauts fonctionaires et de vagues membres du monde des affaires et des syndicats. Les fonctionnaires voudraient lier les deniers publics aux indicateurs de rendement qu'ils définissent, prenant ainsi le

contrôle du programme d'études et de la recherche pour améliorer les «chiffres». Dans l'intervalle, le milieu des affaires et les syndicats voudraient que les universités, sans esprit critique, fassent ce qu'ils appellent le nécessaire pour créer des emplois, stimuler l'activité industrielle par la recherche appliquée, ou former et recycler des gens «prêts au travail».

QUE ce soir les indicateurs de rendement ou la rechetche axée sur l'économie, l'idée est de téduire, voire d'éliminer, la liberté de l'université de choisir. L'idée est de «restructure» l'enseignement postsecondaire pour qu'il suive l'évolution de l'économie. Cela ne sera pas et ne peut pas être une question de choix: nous serons des suiveurs et non des chefs de file.

Cependant, pour que la rechetche s'épanouisse, elle doit être libre. Pour que la recherche produise des connaissances fiables et importantes, elle doit jouir de la condition de la liberté universitaire. Pour que le Canada réalise la meilleure recherche en sciences humaines, en sciences sociales et en sciences naturelles, il faut qu'elle soit communiquée librement et immédiatement dans les salles de cours et par la publication. Pour que nous universités figurent parmi les meilleures au monde, notre enseignement doit être dispensé librement par d'innombrables triburaires du savoir et de la recherche.

La Tech BC ne satisfait à aucune de ces conditions. Nous nous opposons à la loi et à la politique du gouvernement qui a créé la Tech BC. Nous espérons un jours accueillir la Tech BC au sein de la collectivité universitaire canadienne, lorsqu'elle se sera jointe à la collectivité plus large du débat libre, informé et critique.